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ABSTRACT

This report, based on a survey of 480 academic officers in accredited nonproprietary institutions of higher education, focuses on institutional policies concerning tenure systems, hiring practices, and employee benefits. Survey results are broken down by the following categories: 4-year public, 4-year private, 2-year public, and other (2-year private and religious, medical, and other specialized institutions that offer degrees ranging from the bachelor's to the doctorate). The 4-year schools are also broken down into three types: major research universities, other doctorate-granting universities, and comprehensive and liberal arts schools. Through 26 tables, three figures, and textual discussions, the report covers: (1) estimates of total instructional faculty at all institutions, average number of faculty per institution, and distribution of faculty across academic ranks; (2) changes in the number of full-time regular and tenured instructional faculty between 1986 and 1987; (3) scope and operation of tenure systems and certain institutional policies and administrative measures related to tenure; (4) presence of collective bargaining units for instructional faculty; and (5) employee benefits available to faculty. Appendices present technical notes concerning survey design, standard error tables, as well as the survey questionnaire. (JDD)

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NATIONAL CENTER FOR EDUCATION STATISTICS

Survey Report **January 1990**

1988 National Survey of Postsecondary Faculty (NSOPF–88)

Institutional Policies and Practices Regarding Faculty in Higher Education

Contractor Report

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January 1990

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Foreword

Instructional faculty in colleges and universities have a crucial role in our society. They are teachers, researchers, and resource persons. They affect higher education's public service function. They make a significant contribution to the Nation's technological advances. For this reason, it is little wonder that there are many national, State, and institutional-level issues surrounding this unique population. Yet, very little is known about them. Very few recent national studies have been conducted to collect data beyond the total counts and average salaries of full-time faculty.

To fill the information gap, the National Center for Education Statistics (NCES) in the Office of Educational Research and Improvement of the U. S. Department of Education established a faculty study in 1987. The first cycle of the study, completed in 1988, collected data on faculty and faculty issues from three sources: institutional academic officers, department chairs, and faculty members. The study is to be repeated once every four years; the next is scheduled for 1991-92.

This report is one in a series of publications on faculty to be released by NCES. It is based on data provided by institutional academic officers, with special focus on institutional policies concerning tenure systems, hiring practices, and employee benefits.

We hope that the report will stimulate discussions on faculty issues. We also hope it will encourage further in-depth analyses of the data provided by this study.

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We are very appreciative of the significant contribution provided by Mary Hancock, who had major project responsibilities during the data collection, data processing, and early analysis programming activities. We also are grateful for the ongoing support and guidance provided by our project supervisor at SRI, Marian Stearns.

Katherine Moore and James Fairweather of the Center for the Study of Higher Education at Penn State University served as successive leaders of the CSHE subcontract team. Their contributions, and those of their colleagues Robert Hendrickson, William Coombs, and S. V. Martorana, were invaluable throughout the project, but especially on study design and analysis issues.

Also, we wish to thank the members of our advisory committee, whose knowledge of and various perspectives on the study issues contributed importantly to both the richness of the study and its relevance to the higher education community. Finally, our gratitude is extended to the thousands of individuals who participated in the study, including institutional coordinators, administrators, department chairpersons, and faculty members. Clearly, the study could not have been completed without their cooperation.

Highlights

The following results are based on estimates reported by a single individual reporting for the institution.

Faculty Size and Composition

- The instructional faculty in two- and four-year public and private non-profit accredited institutions, numbered approximately 825,000 in the 1987 fall term. This included 491,000 full-time regular instructional faculty (60 percent of the total), 180,000 part-time regular faculty (22 percent), 23,000 full-time temporary faculty (3 percent), and 131,000 part-time temporary faculty (16 percent).

- Four-year institutions employed 73 percent of all full-time regular higher education faculty and 52 percent of the part-time faculty. In contrast, public two-year institutions employed only 18 percent of the full-time regular faculty but about 40 percent of the part-time faculty. The remaining higher education institutions--private two-year, and religious, medical, and other specialized schools--employed 9 percent of the full-time and 8 percent of the part-time regular faculty.

- Among four-year schools, public institutions accounted for 65 percent of full-time regular faculty and private institutions accounted for 35 percent. The 213 research and doctoral universities (both public and private) employed 53 percent of the total for four-year schools. The 1,157 public and private comprehensive universities and liberal arts colleges (mainly private) employed 47 percent of the four-year total.

- The three professorial ranks (professor, associate professor, and assistant professor) accounted for most of the full-time regular faculty working at four-year institutions, both public (90 percent) and private (87 percent), but for only 34 percent of the full-time regular faculty at public two-year schools.

Employment Changes

- The net change in the number of full-time regular faculty employed by institutions represented in the sample from fall term 1986 to fall term 1987 was an increase of 0.5 percent.

- None of the aggregate changes by type and control of institutions exceeded 0.9 percent.

- About 2 percent of fall 1986 full-time regular faculty members retired between the 1986 and 1987 fall terms. Across all institutions, retiring faculty members accounted for 26 percent of all departing full-time regular faculty.

- About 25 percent of departing faculty at four-year schools retired, compared to 45 percent at public two-year schools. Among tenured faculty, 55 percent of those who departed retired.

Tenure Systems

- Tenure systems for full-time instructional faculty were found at 71 percent of all institutions. They were at almost all four-year schools, but at only 62 percent of public two-year schools.

- Tenured faculty constituted 59 percent of the aggregate full-time regular faculty, and tenure-track (but not tenured) faculty made up 22 percent.

- Almost all higher education institutions (93 percent) had taken some kind of action during the 3 years preceding the survey to reduce the number or percentage of their tenured faculty.

Collective Bargaining

- Collective bargaining units for full-time regular faculty were found at 31 percent of all higher education institutions. Bargaining units represented the entire full-time regular faculty at 24 percent of institutions.

- Among four-year schools, public institutions were far more likely than private institutions to have at least some unionized faculty (40 percent vs. 14 percent). Fifty-eight percent of public two-year schools had some unionized faculty.

Employee Benefits

- A retirement plan of some kind was available to full-time faculty in 98 percent of all higher education institutions.

- Institutional retirement subsidies for full-time faculty were provided by 87 percent of all institutions and by well over 90 percent of all four-year schools; 78 percent of public two-year schools subsidized retirement benefits.

- Subsidized medical insurance or medical care was provided for at least some of the full-time instructional faculty at 99 percent of all higher education institutions. Fifty-nine percent provided dental insurance or dental care.

- Private institutions were far more likely than public institutions to offer reduced tuition at the home institution or grants toward tuition at other institutions. For example, tuition benefits for children of full-time faculty were provided by 99 percent of private four-year schools and 47 percent of public four-year schools.

- Child care assistance remained an uncommon benefit, supported by only 4 percent of all institutions. Wellness and health promotion programs, another relatively new benefit, were more common, however. Such programs were subsidized by 31 percent of institutions.

- Flexible or "cafeteria-style" benefit programs, in which faculty are allowed to select a subset of benefits most appropriate to their individual needs from a wider range of benefits, were available at 16 percent of all institutions.

- For full-time faculty, higher education institutions contributed an average of 21 percent of salary to benefits packages.

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Section 1: Introduction

Surprisingly, although faculty directly affect the quality of education in higher education institutions and perform much of the research and development work on which this nation's technological and economic advancement depend, there is very little current, comprehensive information on them. The primary purpose of the 1988 National Survey of Postsecondary Faculty (NSOPF-88) was to fill this information gap.

NSOPF-88 was the first comprehensive survey of higher education instructional faculty[1] to be conducted by the National Center for Education Statistics (NCES) since 1963. It gathered information regarding the backgrounds, responsibilities, workloads, salaries, benefits, and attitudes of both full- and part-time instructional faculty in their many and varied higher education institutions. In addition, information was gathered from institutional and department-level respondents on such issues as faculty composition, new hires, and departures and recruitment, retention, and tenure policies.

There were three major components of the study: a survey of institutional level respondents (designated by the institution's chief executive officer) at a stratified random sample of 480 U.S. colleges and universities; a survey of a stratified random sample of 3,029 eligible department chairpersons (or their equivalent) within the participating 4-year institutions; and a survey of a stratified random sample of 11,013 eligible faculty members within the participating institutions. Response rates to the three surveys were 88 percent, 80 percent, and 76 percent, respectively. This report presents results of the survey of institutions. Reports from the remaining two surveys will be forthcoming.

The universe of institutions from which the sample was selected was all accredited nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education. This includes religious, medical and other specialized postsecondary institutions as well as two- and four-year nonspecialized institutions. According to the 1987 Integrated Postsecondary Education Data System (IPEDS) file, this

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[1]Instructional faculty were defined as those who had at least some regular instructional duties (such as teaching one or more courses or advising or supervising students' academic activities), in for-credit higher education courses during the 1987 fall term. In this report, this group is referred to interchangeably as "instructional faculty," "teaching faculty," and, simply, "faculty."

universe comprised 3,159 institutions. The universe of this study does not include proprietary two- and four-year postsecondary institutions or less than two-year postsecondary institutions.

In this report, the survey results are broken down by the following categories: four-year public, four-year private, two-year public, and other (two-year private and religious, medical, and other specialized institutions that offer degrees ranging from the bachelor's to the doctorate).[2] The four-year schools also are broken down into three types: major research universities, other doctorate-granting universities, and comprehensive and liberal arts schools. All differences cited in the text are significant at the .05 level, and pair-wise t tests were used to test for the statistical significance of observed differences. (See appendix A for more details of the institutional categories, the survey methodology and the reliability of the data.)

The remainder of this report is organized as follows: Section 2 outlines the dimensions of the instructional faculty at institutions of higher education, including estimates of total instructional faculty at all institutions, the average number of faculty per institution, and the distribution of faculty across academic ranks. These estimates are based on institutional respondents' reports of the number of faculty and the number of faculty by rank. These estimates of the number of faculty will differ somewhat from estimates derived from lists of faculty provided by sampled institutions. Section 3 describes changes in the number of full-time regular and tenured instructional faculty between 1986 and 1987. Section 4 examines the scope and operation of tenure systems, as well as certain institutional policies and administrative measures related to tenure. Section 5 reports on the presence of collective bargaining units for instructional faculty. Section 6 summarizes employee benefits that are available to faculty.

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[2] There were too few cases in each of the subgroups comprising the "other" category to justify presentation of separate estimates. See appendix A.

Section 2: Dimensions of the Instructional Faculty

Estimated Size of the Instructional Faculty

Based on institutional respondents, during the 1987 fall term, there were 825,000 instructional faculty in U.S. higher education institutions, including 491,000 full-time regular, 180,000 part-time regular, 23,000 full-time temporary, and 131,000 part-time temporary faculty[3] (figure 2.1). These faculty were employed in a total of 3,159 higher education institutions, approximately equal numbers of which were two- and four-year institutions (1,174 and 1,370, respectively). Another 615 were religious, medical, or other specialized institutions. Among the four-year schools, 104 were major research universities, 109 were other doctoral institutions, 577 were comprehensive institutions, and 580 were liberal arts schools (figure 2.2).

Although four-year institutions comprised only 43 percent of the total institutions, they employed 73 percent of the full-time regular faculty--47 percent in public four-year schools and 26 percent in private four-year schools (figure 2.3). Eighteen percent were employed by public two-year schools and 9 percent by other kinds of higher education institutions. Of the full-time regular faculty employed by four-year institutions, 38 percent were employed by the major research universities, 15 percent by other doctoral universities, and 47 percent by comprehensive and liberal arts institutions.

Table 2.1 presents the distribution of instructional faculty, by faculty type (regular and temporary, full- and part-time) and type and control of institution. Four-year institutions employed 65 percent of all higher education instructional faculty. Faculty members at public two-year schools represented 26 percent of all higher education faculty. Total faculty at all other higher education institutions was 8 percent of the grand total.

Across all higher education institutions, full-time regular faculty made up 60 percent of the instructional faculty as a whole, while the remaining 40 percent were employed either part time, on a temporary basis, or both. Private four-year schools supported a larger proportion of part-time faculty than public four-year schools (40 percent vs. 23 percent). At public two-year schools, part-time faculty outnumbered full-time faculty. Thirty-five percent of the public two-year school faculty worked part time on a regular basis and 23 percent worked part time on a temporary basis, whereas only 41 percent were in the full-time regular group.

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[3]The definitions of terms used in this report are based on the items in the questionnaire and are defined in appendix A.

Regular faculty (full- and part-time) constituted 82 percent of the overall higher education instructional faculty. Temporary faculty members occupied 24 percent of all teaching positions at public two-year schools and 22 percent at private four-year schools, but just 13 percent at public four-year schools. Full-time faculty (regular and temporary) comprised 63 percent of the overall faculty, and part-time faculty comprised 38 percent.

Number and Types of Faculty per Institution

Full-time regular instructional faculty were present at all four-year schools (table 2.2). A teaching staff made up entirely of part-time faculty was reported by only 1 percent of the 3,159 higher education institutions.

Part-time regular faculty were present at about three-quarters of the public (74 percent) and private (73 percent) four-year schools and public two-year schools (79 percent), but at only about one-half (53 percent) of the institutions of other types. Research universities were more likely than other four-year schools to have some part-time regular faculty.

Full-time temporary faculty were employed by 34 percent of all institutions--98 percent at the research universities and 16 percent at public two-year schools. Part-time temporary faculty were present at 56 percent of all institutions. They were most often present at the research and doctoral universities (92 percent and 84 percent).

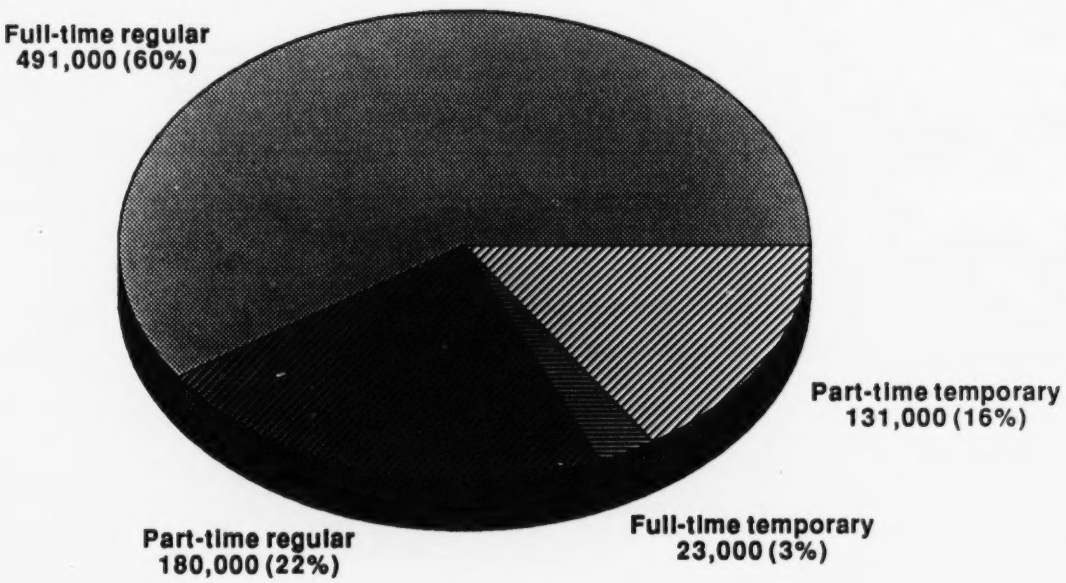
Table 2.3 displays average numbers of full-time regular, part-time regular, full-time temporary, part-time temporary, and total instructional faculty per institution. (Institutions reporting zero faculty of a given type were included in calculating mean values.) As reported by institutional respondents, average faculty size varied considerably by institutional stratum. Public and private research universities had an average of 1,315 full-time regular instructional faculty per institution. With the addition of part-time and temporary faculty, mean total faculty of these schools stood at 1,853. Doctoral universities were typically less than one-half as large, averaging 496 full-time regular and 755 total faculty. Other four-year schools averaged 144 full-time regular and 227 total faculty.

Public two-year colleges employed 92 full-time regular and 222 total faculty on average. Public four-year institutions had an average of 478 full-time regular and 661 total faculty, while private four-year institutions had averages of 143 full-time regular and 246 total faculty. The private four-year group included many relatively small liberal arts colleges, but this was not the only reason for the difference in typical size between public and private institutions. Public universities of each type--research, doctoral, and comprehensive--also were larger on average than their private counterparts.

The Distribution of Academic Ranks

The percentage distribution of academic ranks among full-time regular instructional faculty appears in table 2.4. The three professorial ranks accounted for most of the full-time regular faculty at four-year institutions, both public (89 percent) and private (87 percent). Compared with private four-year institutions, public four-year institutions had a larger share of full professors (38 percent vs. 31 percent) and a smaller share of assistant professors (24 percent vs. 29 percent). The proportion of full professors at research universities (40 percent) was greater than the corresponding proportions at doctoral universities (34 percent) and other four-year schools (33 percent). In contrast to four-year schools, public two-year schools accorded professorial titles to only one-third (34 percent) of their full-time regular faculty. Another one-third (33 percent) had the title of instructor. The remaining one-third had a variety of job titles, including titles that do not signify a formal academic rank.

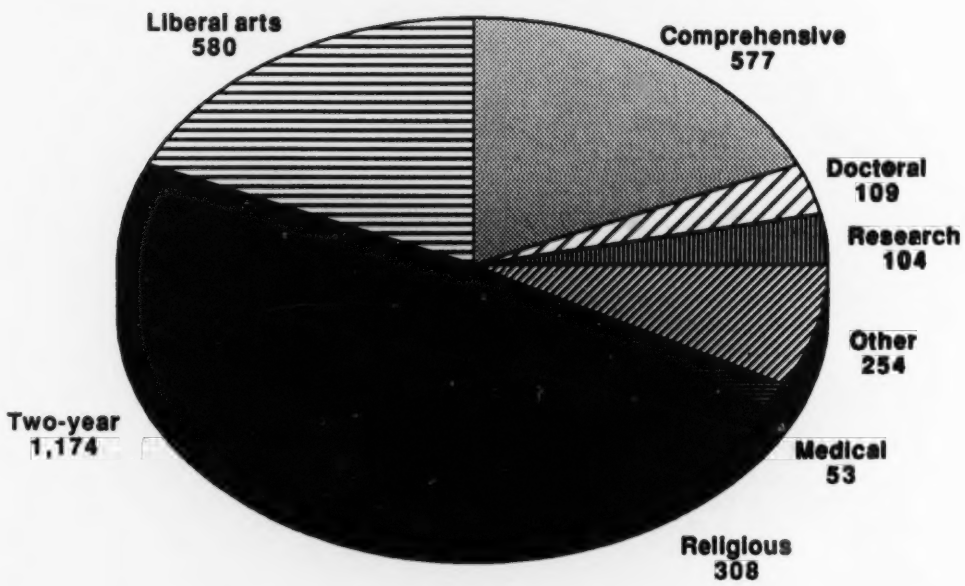
Figure 2.1 — Number and distribution of higher education instructional faculty, by faculty type: Fall 1987 (Total = 825,000)



NOTE: Temporary faculty includes visiting, acting, or adjunct faculty.

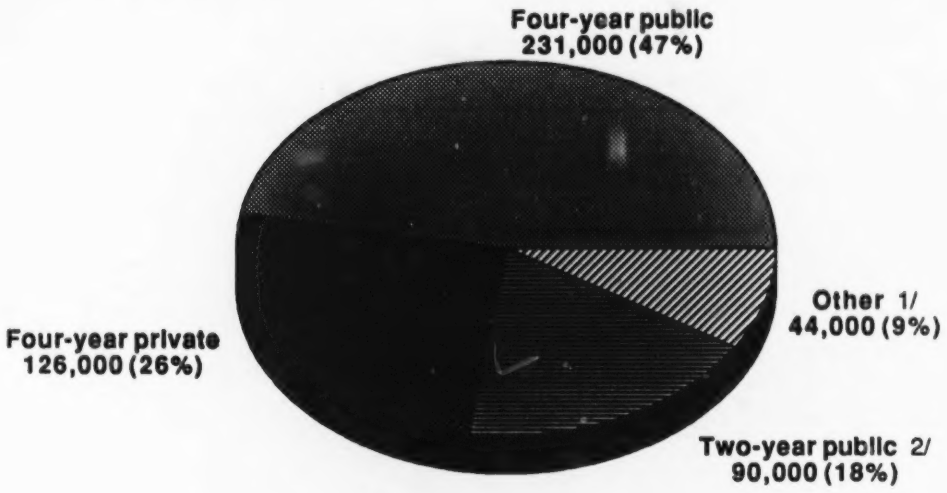
SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty," institutional respondent survey.

Figure 2.2 — Number of public and private, non-profit higher education institutions, by type of institution: Fall 1987 (Total = 3,159)



SOURCE: 1987 Integrated Postsecondary Data System.

Figure 2.3 — Number and distribution of full-time regular instructional faculty in higher education institutions, by type and control of institution: Fall 1987



All institutions 3/ (Total = 491,000)

Four-year institutions (Total = 357,000)

1/ Includes private two-year and religious, medical, and other specialized four-year institutions.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty," institutional respondent survey.

Table 2.1--Number and distribution of higher education instructional faculty (in thousands), by faculty type and type and control of institution: Fall 1987

Type and control of institution	Total number of institutions	Total faculty		Regular				Temporary 1/			
				Full-time		Part-time		Full-time		Part-time	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All institutions 2/	3,159	825	100	491	60	180	22	23	3	131	16
Four-year public	483	319	100	231	72	46	14	14	4	29	9
Four-year private	887	218	100	126	58	45	21	6	3	40	19
Two-year public 3/	981	218	100	90	41	75	35	3	1	50	23
Other 4/	808	70	100	44	63	14	20	1	1	11	16
Four-year, by type											
Research	104	193	100	137	71	27	14	11	6	18	10
Doctoral	109	82	100	54	66	12	15	2	3	13	16
Comprehensive and liberal arts	1,157	262	100	166	63	52	20	6	2	38	14

1/ Visiting, acting, or adjunct faculty.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 2.2--Percentage of higher education institutions with full-time regular, part-time regular, full-time temporary, and part-time temporary faculty, by type and control of institution: Fall 1987

Type and control of institution	Total number of institutions	Regular		Temporary 1/	
		Full-time	Part-time	Full-time	Part-time
		Percent	Percent	Percent	Percent
All institutions 2/	3,159	99	70	34	56
Four-year public	483	100	74	74	69
Four-year private	887	100	73	42	65
Two-year public 3/	981	98	79	16	37
Other 4/	808	97	53	25	60
Four-year, by type					
Research	104	100	91	98	92
Doctoral	109	100	57	77	84
Comprehensive and liberal arts	1,157	100	73	47	62

1/ Visiting, acting, or adjunct faculty.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, and religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 2.3--Mean number of faculty per higher education institution, by faculty type and type and control of institution: Fall 1987

Type and control of institution	Total number of institutions	Total faculty	Regular		Temporary 1/	
			Full-time	Part-time	Full-time	Part-time
All institutions 2/	3,139	261	155	57	7	41
Four-year public	483	661	478	95	28	60
Four-year private	887	246	143	51	6	46
Two-year public 3/	981	222	92	77	3	51
Other 4/	808	86	54	17	1	14
Four-year, by type						
Research	104	1,853	1,315	255	106	177
Doctoral	109	755	496	115	22	122
Comprehensive and liberal arts	1,157	227	144	45	5	33

1/ Visiting, acting, or adjunct faculty.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 2.4--Percentage distribution of full-time regular faculty in higher education institutions, by academic rank and type and control of institution: Fall 1987

Type and control of institution	Full-time regular faculty		Professors			Instructors	Other ranks 1/
	Number (in thousands)	Percent	Full	Associate	Assistant		
			Percent	Percent	Percent	Percent	Percent
All institutions 2/	491	100	30	24	24	11	11
Four-year public	231	100	38	27	24	5	5
Four-year private	126	100	31	27	29	7	6
Two-year public 3/	90	100	12	11	11	33	34
Other 4/	44	100	23	22	31	13	10
Four-year, by type							
Research	137	100	40	27	24	4	5
Doctoral	54	100	34	29	24	5	8
Comprehensive and liberal arts	166	100	33	27	28	7	4

1/ Includes lecturers and full-time faculty with no formal rank.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Section 3: Faculty Dynamics

During the period between the 1986 and 1987 fall terms, institutional respondents indicated that the total number of full-time regular instructional faculty in institutions of higher education increased by 0.5 percent (one-half of one percent)[4] (table 3.1). Percentages of institutions with increases and decreases were the same (39 percent each).

The rate of increase at private four-year schools was 0.9 percent. There was no significant change at public four-year schools. Rates of change were about the same for research universities, doctoral universities, and other four-year schools (0.7 percent to 0.8 percent). At public two-year schools, the number of full-time regular instructional faculty was virtually unchanged. In all groups of institutions, except for those in the "other" category, schools reporting an increase were more numerous than schools reporting a decrease. Note that the percentage of schools with no net change is closely related to the typical size of institutions in a given group. Smaller schools were more likely to report no net change. Additionally, schools with an increased number of faculty were more prevalent among research universities (65 percent) than among comprehensive and liberal arts schools (43 percent), but the reported difference in net increase between doctoral universities and comprehensive and liberal arts schools is not statistically significant).

Changes in tenured full-time regular instructional faculty between the 1986 and 1987 fall terms also were relatively modest (table 3.2). Across all institutions with tenure systems, the net result of arrivals, departures, and the granting of tenure was an increase of 1.0 percent in tenured faculty. About one-half (53 percent) of all institutions with tenure systems reported an increase in tenured faculty. About one-third (32 percent) reported a decrease.

At private four-year institutions, tenured faculty increased by 1.9 percent, and individual schools were considerably more likely to have an increase (56 percent) rather than a decrease (25 percent) in tenured faculty. At public four-year institutions similar numbers of schools reported increases (52 percent) as reported decreases (45 percent).

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[4]This net percentage change equals the sum of new faculty members minus the sum of departing faculty members divided by the total number of faculty on board during the 1986 fall term. Note, if a faculty member left one university in the sample and moved to another that was in the sample, he or she would be counted in the departure category of one university and in the arrival category of another university.

The number of full-time instructional faculty hired by colleges and universities during the 1986-87 academic year was equivalent to 7.5 percent of the number of full-time regular instructional faculty present during the 1986 fall term (table 3.3). The same period also witnessed the departure (from a given campus) of 7.0 percent of the faculty present during the 1986 fall term.

Rates of arrival and departure were quite uniform across research, doctoral, and other four-year institutions (7.7 percent to 7.9 percent for arrival, 6.9 percent to 7.1 percent for departure). Public two-year schools had lower rates of arrival (5.5 percent) and departure (5.5 percent).

About 2 percent of full-time regular faculty members retired between the 1986 and 1987 fall terms (table 3.4). Across all institutions, retiring faculty accounted for one-quarter (26 percent) of all departing full-time regular faculty. Retirement rates were highest at public two-year schools, from which 2.5 percent of full-time regular faculty retired, representing 45 percent of all departures. Among four-year schools, faculty who retired from public schools represented somewhat larger shares of full-time regular faculty than did those who retired from private schools (1.9 percent vs. 1.4 percent), and the former also comprised a larger percentage of all departing full-time regular faculty (27 percent vs. 20 percent).

Among tenured faculty, retirement accounted for about one-half (55 percent) of all departures during the 1986-87 academic year (table 3.5). One-third of departing tenured faculty (33 percent) left to assume positions elsewhere. The remaining 12 percent left for various reasons, including death and disability, formal removal for cause, and dismissal due to institutional retrenchment (i.e., budget pressure or program closure). Removal for cause and retrenchment together accounted for only 2 percent of all departures.

Table 3.1--Net percentage change from fall 1986 to fall 1987 in full-time regular faculty and percentage distribution of higher education institutions, by direction of net change and type and control of institution: Fall 1987

Type and control of institution	Full-time regular faculty		Institutions with full-time regular faculty		Direction of net change in full-time regular faculty, 1986-87		
	Number in fall term 1986 (in thousands)	Net percentage change, 1986-87	Number	Percent	Net increase	No change	Net decrease
					Percent	Percent	Percent
All institutions 1/	487	0.5	3,115	100	39	23	39
Four-year	354	0.8	1,370	100	46	18	35
Public	229	0.7	483	100	52	10	37
Private	125	0.9	887	100	43	23	34
Two-year public 2/	90	<0.1	964	100	42	22	36
Other 3/	43	-0.6	781	100	21	31	48
Four-year, by type							
Research	135	0.8	104	100	65	0	35
Doctoral	53	0.8	109	100	60	6	34
Comprehensive and liberal arts	166	0.7	1,157	100	43	21	36

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 3.2--Net percentage change in tenured faculty and percentage distribution of higher education institutions, by direction of net change and type and control of institution: Fall 1987

Type and control of institution	Tenured faculty		Institutions with tenured faculty		Direction of net change in tenured faculty, 1986-87		
	Number in fall term 1986 (in thousands)	Net percentage change, 1986-87	Number	Percent	Net increase	No change	Net decrease
					Percent	Percent	Percent
All institutions 1/	285	1.0	2,209	100	53	15	32
Four-year public	153	0.4	480	100	52	3	45
Four-year private	67	1.9	811	100	56	19	25
Two-year public 2/	50	0.9	593	100	54	13	32
Other 3/	15	4.9	325	100	44	23	33
Four-year, by type							
Research	88	0.6	104	100	66	4	31
Doctoral	33	1.1	106	100	56	4	40
Comprehensive and liberal arts	101	0.9	1,081	100	53	15	32

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 3.3--Arrival and departure of higher education institutions' full-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	1986 full-time regular faculty	New hires	Departures
	Number (in thousands)	Percent	Percent
All institutions 1/	487	7.5	7.0
Four-year public	229	7.6	6.9
Four-year private	125	8.1	7.1
Two-year public 2/	90	5.5	5.5
Other 3/	43	9.5	10.1
Four-year, by type			
Research	135	7.7	6.9
Doctoral	53	7.9	7.1
Comprehensive and liberal arts	166	7.8	7.1

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 3.4--Retirement of higher education institutions' full-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	Total 1986 full-time regular faculty	Departing 1986 full-time regular faculty	Retiring faculty as a percentage of:	
	Number (in thousands)	Number (in thousands)	Full-time regular	All departures
All institutions 1/	487	34	1.8	26
Four-year public	229	16	1.9	27
Four-year private	125	9	1.4	20
Two-year public 2/	90	5	2.5	45
Other 3/	43	4	1.3	13
Four-year, by type				
Research	135	9	1.5	22
Doctoral	53	4	1.7	24
Comprehensive and liberal arts	166	12	1.9	26

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 3.5--Percentage distribution of higher education institutions' departing tenured faculty, by reason for departure and type and control of institution: Fall 1987

Type and control of institution	Departing tenured faculty		Retired	Assumed another position	Removed for cause	Retrenched	Other reasons 1/
	Number (in thousands)	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	14.0	100	55	33	1.2	0.8	10
Four-year public	7.2	100	57	32	0.5	0.0	10
Four-year private	3.1	100	52	35	0.6	0.4	12
Two-year public 3/	2.5	100	58	25	3.9	3.4	9
Other 4/	1.2	100	36	52	0.5	1.0	10
Four-year, by type							
Research	3.8	100	54	35	0.0	0.0	12
Doctoral	1.5	100	59	32	0.2	0.3	9
Comprehensive and liberal arts	5.0	100	57	31	1.0	0.1	11

1/ For example, death, disability.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Section 4: Tenure Systems

The Scope of Tenure Systems

Tenure systems for full-time faculty were reported by respondents at 71 percent of all institutions (table 4.1). All research universities, 97 percent of doctoral universities, 99 percent of public four-year schools and 91 percent of private four-year schools had tenure systems for full-time faculty. For institutions of "other" types, 42 percent reported tenure systems. Additionally, tenure systems for full-time faculty were in place at only 62 percent of the public two-year schools. Only 6 percent of all institutions reported a tenure system for faculty members working less than full time.

Most full-time regular faculty participated in tenure systems. Tenure system faculty--including tenured faculty and tenure-track faculty[5]--constituted 81 percent of full-time regular faculty across all institutions (table 4.2). Tenured faculty alone constituted 59 percent of full-time regular faculty (tenure-track faculty made up the remaining 22 percent of tenure system faculty). Public four-year schools reported higher percentages of both tenure system faculty and tenured faculty than the private four-year schools.

Table 4.2 also indicates that tenured faculty occupied 72 percent of all tenure system positions. At public four-year schools, 74 percent of tenure system faculty had tenure (i.e., the ratio of tenured faculty to tenure-track faculty was about 3 to 1). At private four-year schools, 66 percent of tenure system faculty had tenure (a ratio of 2 to 1 between tenured and tenure-track faculty). Tenured faculty made up 85 percent of the tenure system faculty at public two-year schools (a 4 to 1 ratio). The difference between public two-year schools and four-year schools may be related to the fact that tenure decisions at the former typically occur at an earlier stage in the employment of a tenure-track faculty member (see "Policies and Administrative Measures..." below).

Tenure System Operations

During the 1986-87 academic year, 16 percent of all tenure-track instructional faculty were formally considered for tenure (table 4.3).

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[5]Tenure-track faculty are those who do not yet have tenure but who will be considered for tenure within some (usually specified) period of time following their hire.

Tenure was granted to 79 percent of those considered. Public and private four-year schools reviewed 17 percent and 13 percent of tenure-track faculty, respectively, granting tenure to 76 percent and 80 percent of the candidates considered. Public two-year schools reviewed 27 percent of tenure-track faculty and granted tenure to 87 percent of those considered. While it would appear that public two-year institutions grant tenure to higher proportions of those considered for tenure than four-year institutions, there were no significant differences in the proportion granted tenure among these types of institutions.

Policies and Administrative Measures Bearing on Tenure Systems

Institutions with tenure systems often set an upper limit on the number of years that a full-time faculty member may remain on tenure track without tenure (table 4.4). This was reported to be the case for 97 percent of the public four-year schools and 80 percent of the private four-year schools. Among four-year schools that imposed limits, the specified period was typically set at 6 or 7 years (table 4.5). All research universities in the survey sample allowed tenure-track faculty at least 6 years to become established. Public two-year institutions, on the other hand, were likely to review tenure-track faculty at an earlier stage of employment, about 70 percent reported tenure limits of 5 years or less. Comments written on the questionnaires indicated that at some public two-year institutions tenure is considered "automatic" after 1 year of teaching.

Institutional policies regarding the timing of tenure review appear to be relatively stable. Only 3 percent of all institutions reported any change during the 3 years preceding the survey. Both upward and downward adjustments were reported, but upward adjustment of one or two years was the typical response for these few institutions.

Relatively few institutions set limits on the percentage of full-time instructional faculty that may be tenured (table 4.6). Institutions with limits of this kind ranged from about 0 to about 20 percent of four-year private schools and comprehensive and liberal arts schools (22 percent and 21 percent, respectively).

Twenty-eight percent of all institutions offered early or phased retirement to tenured faculty members during the 3 years preceding the survey (table 4.7). This practice was most commonly reported by research and doctoral universities (64 percent and 49 percent).

Administrative measures that may have the effect of reducing the proportion of tenured faculty include the tightening of standards for granting tenure and the replacement of tenured positions with fixed-term contract positions. As reported by an institutional respondent, during the 3 years preceding the survey, 21 percent of all institutions either raised standards for granting tenure or tightened the application of existing standards. A tightening of standards occurred most frequently at the doctoral universities

(32 percent). During the same 3-year period, it was reported that 14 percent of all institutions replaced some tenured positions with fixed-contract positions.

The great majority of colleges and universities have in recent years pursued policies or introduced measures that may effectively reduce the percentage of tenured faculty. This includes policy changes (time on tenure track without tenure, percentage of tenured faculty), the operation of early or phased retirement plans, and various administrative measures (raised standards for granting tenure, replacing tenured with fixed-contract positions, other measures). Ninety-three percent of all institutions reported that one or more of these steps had been taken during the 3 years preceding the survey (table 4.8).

Table 4.1--Percentage of higher education institutions with tenure systems for full- and part-time faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty		Institutions with part-time faculty	
	Number	Percent with tenure systems	Number	Percent with tenure systems
All institutions 1/	3,115	71	3,093	6
Four-year public	483	99	483	12
Four-year private	887	91	885	8
Two-year public 2/	964	62	981	5
Other 3/	781	42	744	2
Four-year, by type				
Research	104	100	102	22
Doctoral	109	97	109	17
Comprehensive and liberal arts	1,157	93	1,157	8

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 4.2--Tenure system and tenured faculty as percentages of higher education institutions' full-time regular faculty and tenured faculty as a percentage of tenure system faculty, by type and control of institution: Fall 1987

Type and control of institution	Full-time regular faculty			Tenure system faculty	
	Number (in thousands)	Percent in tenure systems	Percent tenured	Number (in thousands)	Percent tenured
All institutions 1/	491	81	59	398	72
Four-year public	231	90	67	207	74
Four-year private	126	82	54	104	66
Two-year public 2/	90	66	56	59	85
Other 3/	44	63	36	28	56
Four-year, by type					
Research	137	88	64	120	74
Doctoral	54	84	61	46	72
Comprehensive and liberal arts	166	87	61	146	70

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 4.3--Percentage of higher education institutions' tenure-track faculty 1/ considered for tenure in the 1986-87 academic year and percentage considered who were granted tenure, by type and control of institution: Fall 1987

Type and control of institution	1986 tenure track faculty		1986 tenure track faculty considered for tenure	
	Number (in thousands)	Percent considered for tenure in 1986-87	Number (in thousands)	Percent granted tenure
All institutions 2/	110	16	17	79
Four-year public	52	17	9	76
Four-year private	36	13	5	80
Two-year public 3/	10	27	3	87
Other 4/	12	11	1	75
Four-year, by type				
Research	32	15	5	76
Doctoral	13	18	2	78
Comprehensive and liberal arts	44	15	7	78

1/ Tenure track faculty are those who do not yet have tenure but who will be considered for tenure within some (usually specified) period of time following their hire.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 4.4--Percentage of higher education institutions that limit time on tenure track without tenure, by type and control of institution: Fall 1987

Type and control of institution	Institutions with tenure systems	
	Number	Percent that limit time on tenure track
All institutions 1/	2,209	83
Four-year public	480	97
Four-year private	811	80
Two-year public 2/	593	83
Other 3/	325	67
Four-year, by type		
Research	104	94
Doctoral	106	94
Comprehensive and liberal arts	1,081	85

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 4.5--Percentage distribution of higher education institutions that limit time on tenure track, by maximum number of years on tenure track without tenure and type and control of institution: Fall 1987

Type and control of institution	Institutions that limit time on tenure track		Institutions with time limits of:				
			Less than 5 years	5 years	6 years	7 years	More than 7 years
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	1,825	100	17	10	26	37	10
Four-year public	467	100	2	14	38	42	3
Four-year private	651	100	0	4	32	46	18
Two-year public 2/	491	100	53	17	12	18	0
Other 3/	217	100	14	8	11	45	22
Four-year, by type							
Research	97	100	0	0	15	67	18
Doctoral	100	100	0	15	25	49	11
Comprehensive and liberal arts	921	100	1	8	38	42	11

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 4.6--Percentage of higher education institutions that have an upper limit on the percentage of tenured faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with tenure systems	
	Number	Percent that limit percentage of tenured faculty
All institutions 1/	2,209	13
Four-year public	480	10
Four-year private	811	22
Two-year public 2/	593	3
Other 3/	325	8
Four-year, by type		
Research	104	2
Doctoral	106	4
Comprehensive and liberal arts	1,081	21

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 4.7--Percentage of higher education institutions taking specified actions during the past three years that may lead to reductions in tenured faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of institutions with tenure systems	Institutions that have: Offered early/phased retirement	Raised tenure standards	Replaced tenured with fixed-term positions
		Percent	Percent	Percent
All institutions 1/	2,209	28	21	14
Four-year public	480	41	22	17
Four-year private	811	28	26	18
Two-year public 2/	593	31	14	8
Other 3/	325	6	19	9
Four-year, by type				
Research	104	64	22	15
Doctoral	106	49	32	14
Comprehensive and liberal arts	1,081	28	24	18

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 4.8--Percentage of higher education institutions taking any action during the past three years that may have the effect of reducing tenured faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with tenure systems	
	Number	Percent that have taken any action
All institutions 1/	2,209	93
Four-year public	480	96
Four-year private	811	93
Two-year public 2/	593	95
Other 3/	325	85
Four-year, by type		
Research	104	95
Doctoral	106	97
Comprehensive and liberal arts	1,081	93

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Section 5: Collective Bargaining

Collective bargaining units for at least some full-time instructional faculty were present at 31 percent of all institutions (table 5.1). At 24 percent of institutions, bargaining units represented the entire full-time regular instructional faculty. At 7 percent of institutions, bargaining units included only a part of the full-time regular instructional faculty.

Among four-year schools, bargaining units were present at 40 percent of public institutions, but at just 14 percent of private institutions. At research universities, partial representation was more common than representation of the entire full-time faculty. Public two-year institutions had the highest level of full-time faculty unionization (58 percent with a bargaining unit, 44 percent with representation of all full-time faculty).

Institutions at which collective bargaining units were present employed 34 percent of all full-time regular instructional faculty (table 5.2). Institutions at which bargaining units represented the entire full-time faculty employed 22 percent of full-time regular instructional faculty.

Fourteen percent of higher education institutions had collective bargaining units for at least some part-time faculty, and 9 percent had bargaining units that represented all part-time faculty (table 5.3). Contrasts noted above for full-time faculty--between public and private four-year schools and between research universities and other four-year schools--also were observed among part-time faculty, although at lower overall rates.

Institutions with collective bargaining units for at least some part-time faculty employed 26 percent of all part-time instructional faculty (table 5.4). Institutions at which bargaining units represented all part-time faculty employed 14 percent of part-time instructional faculty.

Table 5.1--Percentage of higher education institutions with collective bargaining for full-time regular faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty		Bargaining unit includes:	
	Number	Percent with bargaining units	All full-time regular faculty	Some full-time regular faculty
			Percent	Percent
All institutions 1/	3,115	31	24	7
Four-year public	483	40	29	12
Four-year private	887	14	12	3
Two-year public 2/	964	58	44	14
Other 3/	781	12	11	1
Four-year, by type				
Research	104	24	5	18
Doctoral	109	17	9	8
Comprehensive and liberal arts	1,157	24	20	4

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cses for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 5.2--Percentage of full-time regular faculty at higher education institutions with collective bargaining for full-time regular faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Full-time regular faculty		Bargaining unit includes:	
	Number (in thousands)	Percent at institutions with bargaining units	All full-time regular faculty	Some full-time regular faculty
			Percent	Percent
All institutions 1/	491	34	22	12
Four-year public	231	38	21	18
Four-year private	126	9	6	4
Two-year public 2/	90	63	53	10
Other 3/	44	20	13	7
Four-year, by type				
Research	137	24	4	19
Doctoral	54	16	7	9
Comprehensive and liberal arts	166	35	27	8

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 5.3--Percentage of higher education institutions with collective bargaining for part-time faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Institutions with part-time faculty		Bargaining unit includes:	
	Number	Percent with bargaining units	All part-time faculty	Some part-time faculty
			Percent	Percent
All institutions 1/	3,093	14	9	5
Four-year public	483	26	17	9
Four-year private	885	5	2	3
Two-year public 2/	981	20	12	8
Other 3/	744	8	8	0
Four-year, by type				
Research	102	20	2	19
Doctoral	109	12	10	2
Comprehensive and liberal arts	1,157	11	7	4

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 5.4--Percentage of part-time faculty at higher education institutions with collective bargaining for part-time faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Part-time faculty		Bargaining unit includes:	
	Number (in thousands)	Percent at institutions with bargaining units	All part-time faculty	Some part-time faculty
			Percent	Percent
All institutions 1/	311	26	14	11
Four-year public	75	42	24	18
Four-year private	86	10	1	9
Two-year public 2/	125	30	19	12
Other 3/	25	11	11	0
Four-year, by type				
Research	45	15	2	12
Doctoral	26	10	6	4
Comprehensive and liberal arts	90	34	18	16

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Section 6: Employee Benefits

The survey covered a variety of specific employee benefits that colleges and universities provide to instructional faculty:

- Retirement plans
- Medical insurance (or subsidized care)
- Dental insurance (or subsidized care)
- Life insurance
- Disability insurance
- Tuition benefits for spouse
- Tuition benefits for children
- Paid maternity leave
- Paid paternity leave
- Child care benefits
- Wellness programs
- Housing assistance
- Subsidized meals

Information also was provided on the availability of flexible benefit options and the mean percentage of salary that institutions contribute to benefits packages for full- and part-time instructional faculty.

Retirement Plans

Retirement plans of one kind or another were available to full-time instructional faculty at 98 percent of all institutions of higher education (table 6.1). Retirement benefit plans subsidized by the institution also were standard. Subsidies for full-time faculty were provided by 87 percent of all institutions and by well over 90 percent of all four-year schools. Only 78 percent of public two-year schools offered subsidized retirement benefits.

TIAA/CREF (Teachers' Insurance and Annuity Association/College Retirement Equities Fund) was the most commonly reported retirement plan for full-time faculty. Sixty percent of all institutions supported TIAA/CREF as an option and 47 percent provided subsidies through this plan. Both public and private four-year institutions offered TIAA/CREF, but private institutions were more likely to subsidize faculty participation (77 percent vs. 54 percent).

State retirement plans for full-time faculty were made available by 89 percent of the public four-year schools and 95 percent of the public two-year schools. Subsidies were provided by 78 percent of the public four-year schools and 72 percent of the public two-year schools. State plans were virtually unavailable to faculty in private institutions.

Forty-one percent of all institutions provided eligibility for full-time faculty to participate in deferred income retirement plans under sections 401(k) and 403(b) of the income tax code, yet only 10 percent of institutions used these plans as vehicles for providing subsidized faculty benefits.

Other kinds of retirement plans for full-time faculty were offered by 32 percent, and subsidized by 21 percent of all institutions. Private four-year schools were more likely than their public counterparts to subsidize these plans (26 percent vs. 14 percent).

Forty-three percent of all institutions provided retirement plan eligibility for part-time faculty (table 6.2). Only 31 percent made contributions to these plans. Public institutions were far more likely than private institutions to provide both eligibility and subsidies for part-time faculty. Access to State pension plans was particularly important in this respect. About one-half of the public two-year schools (50 percent) and four-year schools (53 percent) made State retirement plans available to part-time faculty. Most of these schools also subsidized State plans (39 percent and 46 percent). Research universities were more likely than institutions of other types to subsidize both TIAA/CREF and 401(k)/403(b) plans for part-time faculty.

Other Employee Benefits

Subsidized medical insurance or medical care was provided for at least some part of the full-time instructional faculty at 99 percent of all institutions of higher education (table 6.3). Life insurance coverage was offered by 88 percent of institutions. Disability insurance was provided by 79 percent of all institutions and by 94 percent of private four-year schools. Fifty-nine percent of institutions provided dental insurance or dental care, with a notably high proportion of research universities (81 percent) providing such coverage.

In the area of support for the education of spouses and children of full-time faculty, private institutions were far more likely than public institutions to offer reduced tuition at the home institution or grants toward tuition at other institutions. Tuition benefits for children of full-time faculty were provided by 99 percent of private four-year schools, as compared to just 47 percent of public four-year schools.

Paid maternity leave was supported by one-half (49 percent) of all institutions. Paid paternity leave, on the other hand, was offered by only 10 percent of all institutions. Public four-year schools (14 percent) and two-year schools (17 percent) were somewhat more likely to offer paid paternity leave than private four-year schools (5 percent). Child care assistance remained an uncommon benefit, supported by only 4 percent of all institutions.

Wellness and health promotion programs (fitness, smoking cessation, etc.)

were subsidized by 31 percent of all institutions. Housing assistance and subsidized meals were supported by 11 percent of all institutions. Such benefits were rarely supported by public institutions.

Flexible Benefit Plans

Flexible or "cafeteria-style" benefit programs were available to full-time faculty at 16 percent of all institutions and to part-time time faculty at 6 percent of all institutions (table 6.4). Flexible benefits for full-time faculty were at least as common among public two-year schools (21 percent) as among public and private four-year schools (12 percent and 18 percent).

Institutional Contributions to Faculty Benefits Plans

Table 6.5 shows the mean percentages of salary that institutions contributed to benefits packages for full- and part-time instructional faculty. Almost all colleges and universities provided some subsidized benefits, contributing an average of 21 percent of salary to benefits packages for full-time faculty. Average rates of contribution were fairly uniform across various types of institutions, with slightly higher rates reported by public two- and four-year schools (22 percent and 24 percent).

Benefits for part-time faculty were provided by 55 percent of all institutions. Contributions were made by three-quarters (76 percent) of public four-year schools, 57 percent of public two-year schools, and 47 percent of private four-year schools. Ninety-one percent of research universities and 80 percent of doctoral universities made contributions, compared to 52 percent of comprehensive and liberal arts schools. The institutions that did provide some benefits for part-time faculty contributed an average of 14 percent of salary to benefits packages. Public four-year schools tended to contribute more than private four-year schools, and research universities tended to contribute more than doctoral or other four-year schools.

Table 6.1--Percentage of higher education institutions at which retirement plans for full-time regular faculty were available and subsidized, by type of plan and type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty	Any retirement plan		TIAA/CREF 1/		State plan	
		Available	Subsidized	Available	Subsidized	Available	Subsidized
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	3,115	98	87	60	47	46	36
Four-year public	483	100	92	77	54	89	78
Four-year private	887	100	97	84	77	4	0
Two-year public 3/	964	100	78	39	23	95	72
Other 4/	781	92	85	49	40	8	6
Four-year, by type							
Research	104	100	96	84	70	49	43
Doctoral	109	100	98	92	76	54	52
Comprehensive and liberal arts	1,157	100	95	80	68	30	24

Type and control of institution	401(k)/403(b)		Any other plan	
	Available	Subsidized	Available	Subsidized
	Percent	Percent	Percent	Percent
All institutions 2/	41	10	32	21
Four-year public	63	11	25	14
Four-year private	41	14	37	26
Two-year public 3/	41	5	22	7
Other 4/	27	12	43	37
Four-year, by type				
Research	71	22	43	26
Doctoral	64	14	21	10
Comprehensive and liberal arts	45	12	33	23

1/ Teachers Insurance and Annuity Association/College Retirement Equities Fund.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 6.2--Percentage of higher education institutions at which retirement plans for part-time faculty were available and subsidized, by type of plan and type and control of institution: Fall 1987

Type and control of institution	Institutions with part-time faculty	Any retirement plan		TIAA/CREF 1/		State plan	
		Available	Subsidized	Available	Subsidized	Available	Subsidized
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	3,093	43	31	20	11	25	20
Four-year public	483	62	53	36	16	53	46
Four-year private	885	25	18	19	15	0	0
Two-year public 3/	981	56	43	11	7	50	39
Other 4/	744	34	16	22	8	4	2
Four-year, by type							
Research	102	79	70	59	47	38	36
Doctoral	109	71	59	48	24	43	41
Comprehensive and liberal arts	1,157	32	24	20	12	15	13

Type and control of institution	401(k)/403(b)		Any other plan	
	Available	Subsidized	Available	Subsidized
	Percent	Percent	Percent	Percent
All institutions 2/	20	5	9	3
Four-year public	41	5	16	6
Four-year private	12	1	6	4
Two-year public 3/	19	7	5	0
Other 4/	17	5	11	4
Four-year, by type				
Research	54	17	26	12
Doctoral	39	4	15	1
Comprehensive and liberal arts	18	1	8	4

1/ Teachers Insurance and Annuity Association/College Retirement Equities Fund.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 6.3--Percentage of higher education institutions providing specified benefits to at least some full-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty	Medical insurance or care	Life insurance	Disability insurance	Tuition benefits for children	Tuition benefits for spouse	Dental insurance or care
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	3,115	99	88	79	65	63	59
Four-year public	483	98	90	76	47	53	62
Four-year private	887	99	88	94	99	94	44
Two-year public 2/	964	97	85	70	41	46	73
Other 3/	781	100	89	75	69	55	55
Four-year, by type							
Research	104	100	94	86	58	49	81
Doctoral	109	99	96	91	76	79	57
Comprehensive and liberal arts	1,157	99	88	88	83	83	47

Type and control of institution	Paid maternity leave	Wellness program	Housing assistance	Meals	Paid paternity leave	Child care
	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	49	31	11	11	10	4
Four-year public	54	40	5	1	14	7
Four-year private	60	39	15	16	5	2
Two-year public 2/	44	31	0	0	17	4
Other 3/	40	15	24	23	4	7
Four-year, by type						
Research	66	51	21	3	8	8
Doctoral	64	45	9	0	21	10
Comprehensive and liberal arts	56	38	11	13	7	3

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 6.4--Percentage of higher education institutions with flexible benefits plans for full- and part-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty		Institutions with part-time faculty	
	Number	Percent with flexible benefits plans for full-time regular faculty	Number	Percent with flexible benefits plans for part-time faculty
All institutions 1/	3,115	16	3,093	6
Four-year public	483	12	483	4
Four-year private	887	18	885	6
Two-year public 2/	964	21	981	6
Other 3/	781	11	744	8
Four-year, by type				
Research	104	14	102	7
Doctoral	109	20	109	12
Comprehensive and liberal arts	1,157	16	1,157	5

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table 6.5--Average percentage of salary contributed to total benefits packages of higher education faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of institutions with full-time regular faculty	Percentage of salary contributed to benefits package for full-time regular faculty	Institutions with part-time faculty		Percentage of salary contributed to benefits package for part-time faculty
			Number	Percent offering any benefits to part-time faculty	
All institutions 1/	3,115	21	3,093	55	14
Four-year public	483	24	483	76	18
Four-year private	887	20	885	47	12
Two-year public 2/	964	22	981	57	14
Other 3/	781	17	744	48	11
Four-year, by type					
Research	104	24	102	91	19
Doctoral	109	22	109	80	16
Comprehensive and liberal arts	1,157	21	1,157	52	14

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Summary

There are several issues surrounding instructional faculty in higher education institutions that the data from the NSOPF survey of institutional respondents begin to address. One such issue is the use of part-time faculty and its possible effect on instructional quality. From the data presented in this report, it is clear that higher education institutions make extensive use of part-time and/or temporary faculty, that is faculty who are not expected to have a full-time commitment to their teaching responsibilities. Across all higher education institutions, 40 percent of instructional faculty are employed either part time and/or on a temporary basis. In public two-year schools this situation is even more extreme, in that only 40 percent of all instructional faculty have permanent, full-time status. Moreover, not only does a relatively high proportion of instructional faculty not have full commitment to the institution, but institutions generally are not committed to supporting part-time faculty, either in terms of granting tenure or in terms of providing them with retirement or other benefits.

Another set of issues focuses on faculty tenure. These issues concern the number of tenured faculty and the ability of nontenured faculty to achieve tenure status. As the data in this report indicate, most institutions have a tenure system (71 percent) and most higher education faculty are in an institution with a tenure system (81 percent). Of those faculty in a tenure system, 72 percent have tenure. Furthermore, of the 16 percent of all faculty considered for tenure in the 1986-87 academic year, 79 percent were granted tenure.

Institutions seem to be trying to reduce the number of tenured faculty through changes in institutional policy, however. Ninety-three percent of institutional respondents indicated that their institution had taken one or more steps to reduce the number of tenured faculty over a three year period. That these steps are not extremely effective is evidenced by the 1 percent increase in the number of tenured faculty between 1986-87 and 1987-88.

A third issue area concerns prospects of faculty shortages over the next few years, due to faculty leaving the institution and an inability to replace departing faculty. While no estimates of the number of faculty that will leave are available in these institution-level data, data on the net change in the number of faculty (departures vs. new hires) between academic year 1986-87 and fall, 1987 indicate no net change in the number of full-time faculty in public institutions, and a small increase (.9 percent) in the number of faculty in private four-year institutions.

Appendix A: Technical Notes

Appendix A: Technical Notes

The 1988 National Survey of Postsecondary Faculty (NSOPF-88) was conducted under contract to the National Center for Education Statistics (NCES). It was conducted in accordance with the Congressional mandate to NCES in P.L. 93-380. The General Provisions Act, 20 USC 1221e-1, Section 406(b), requires NCES to "collect, collate, and from time to time report full and complete statistics on the condition of education in the United States; conduct and publish reports on specialized analyses of the meaning and significance of such statistics;..."

There were three major components of the study: a survey of institutional level respondents at a stratified random sample of 480 U.S. colleges and universities; a survey of a stratified random sample of 3,029 eligible department chairpersons (or their equivalent) within the participating institutions; and a survey of a stratified random sample of 11,013 eligible faculty members within the participating institutions. This report describes the findings from the institution survey.

Overview

NSOPF-88 was conducted from December 1987 through October 1988. A total of 480 degree-granting institutions (two-year, four-year, or advanced degree) were randomly selected, stratified by a modified Carnegie classification and size--where size was defined as the number of faculty. Within each stratum, institutions were randomly selected. Of those selected, 449 agreed to participate and provided lists of their fall, 1987, instructional faculty and department chairpersons. From each four-year institution, faculty and department chairpersons were stratified by program area and selected; from each two-year school, simple random samples of faculty and department chairs were selected; and from the specialized schools, only faculty were sampled. At all institutions, faculty were stratified on the basis of employment status, full- and part-time. Questionnaire responses were obtained from 424 institution respondents (88 percent), 2,427 department chairpersons (80 percent) and 8,383 faculty members (76 percent).

Institutional Sampling Strategy

The design of NSOPF-88 called for the selection of a sample of 480 institutions from the universe of accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education. The sampling frame was the 1987 Integrated Postsecondary Education Data System (IPEDS) file, which contained a total of 3,159 institutions

that met the study criteria. The sample was stratified into 12 primary strata following the Carnegie classification system* (which is based on level of degree offered and emphasis on research) and control (public vs. private). The 12 strata are as follows:

Research universities, public and private: The 104 leading universities in Federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

Other doctorate-granting universities, public and private.

Comprehensive colleges and universities, public and private: Offer liberal arts and professional programs; master's degree is the highest degree offered.

Liberal arts colleges: Smaller and generally more selective than comprehensive colleges and universities. Primarily offer bachelor's degrees, although some offer master's degrees.

Two-year colleges, public and private. Offer certificate or degree programs through the Associate of Arts level.

Religious colleges. Primary purpose is to offer religious instruction or train members of the clergy.

Medical schools. Award most of their professional degrees in medicine. Includes only those institutions that appear in the Higher Education General Information Survey (HEGIS) as separate campuses.

Other: Includes a wide range of professional and other specialized colleges and universities that offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded are in a single specialized field. Includes schools of health professions other than medicine, law, engineering, business, fine arts, and so on.

Table A.1 presents, for each cell, the number of institutions in the universe, the number in the sample, and the number of institutional level survey respondents. To select the sample, institutions within each of the 12 primary strata were ordered on the basis of approximate number of faculty. Each primary stratum was then divided into three or four substrata based on the faculty counts. (Usually, the first substratum contained the largest institutions whose combined faculty totaled 25 percent of all faculty in the primary stratum, the second substratum contained the next largest institutions whose combined faculty totaled 25 percent of all faculty, and so on.)

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*A Classification of Institutions of Higher Education, 1987 Edition, The Carnegie Foundation for the Advancement of Teaching (Princeton, NJ).

Table A.1--Distribution of institutions in the universe, sample, and respondent group, by institutional stratum

	Universe	Sample	Respondents
Public research	71	45	40
Private research	33	25	19
Public doctoral	63	30	29
Private doctoral	46	20	14
Public comprehensive	325	75	72
Private comprehensive	252	40	37
Liberal arts	580	40	36
Public two-year	981	100	93
Private two-year	193	20	16
Religious	308	20	14
Medical	53	20	17
Other	254	45	37
TOTAL	3159	480	424

A designated number of institutions was randomly sampled from each size substratum, generally as a function of the number of faculty represented. In most cases, fewer institutions were sampled from the substrata with the largest institutions than from those with smaller institutions. However, because there are fewer large than small institutions, the sampling rates were much higher for large institutions than for small institutions.

For most of these strata, the samples are too small to provide a reasonable level of accuracy in reporting the institutional level results. Accordingly, for this report, we have combined most of the strata into groupings of public four-year, private four-year, and public two-year. We also have broken out the results for four-year schools by research, doctoral, and other four-year schools. Table A.2 shows the universe and respondent sizes of each of these groups.

Table A.2--Distribution of institutions in the universe and respondent group, by institutional groupings used in the report

	Universe	Respondents
Public four-year	459	141
Private four-year	911	106
Public two-year	981	93
Four-year, by type		
Research	104	59
Doctoral	109	43
Other four-year	1,159	145

Weight Calculations

The weighted data in this report sum to the IPEDS total number of accredited, nonproprietary institutions by primary stratum and size substratum. Initial weights were calculated as the inverse of the probability of selection with institutional strata based on Carnegie classification and size. Sample weights were adjusted to account for institution/respondent nonresponse by multiplying the initial sample weights by the reciprocal of the response rate.

Data Collection

The first stage of the data collection process involved obtaining each sampled institution's agreement to participate, and, subsequently, obtaining lists of faculty and department chairpersons in these institutions. A total of 449 (94 percent) of the 480 institutions agreed to participate and sent faculty lists.

Institutional respondent questionnaire data were collected between the end of April and mid-September, 1988. Data collection procedures consisted of an initial mailing, two followup mailings, and telephone reminder calls as necessary. The final response rate was 94 percent of institutions that agreed to participate and 88 percent of those in the original sample.

Data Processing

Data processing included manual edits, coding of "other specify" responses, and a computer-based editing system to check data for range errors, logical inconsistencies, and erroneous skip patterns. For erroneous skip patterns, values were logically assigned on the basis of the presence or absence of responses within the skip pattern, as feasible given the responses provided. For errors that could not be corrected in this fashion, the hard copy questionnaire was inspected, and, if necessary, the respondent was called back to try to resolve the problem.

As a final step, stochastic imputations were performed on about 2 percent of the questionnaires to fill in selected questionnaire items that had missing data. This was done using the response to the omitted item given by a randomly selected other respondent within the same institutional stratum and, if possible, substratum.

Accuracy of Estimates

Error in the estimates provided in this report are derived from two sources: sampling errors and nonsampling errors. Nonsampling errors are extremely difficult to estimate. They may be caused by a variety of factors, including inability to provide accurate information (for example, because of incomplete or out-of-date records), refusal to provide information, differences in interpreting the questions, respondent errors, and errors made in recording the data. No estimates of nonsampling error for these data have been made.

Sampling errors occur because the estimates are based on a sample of individuals in the population rather than on the entire population. Sampling errors can be estimated using statistical procedures in which a statistic called a standard error is calculated. The standard errors were calculated using partially balanced repeated replicates. The tables in appendix B present the standard error, along with the unweighted number of respondents (n), for each estimate presented in this report. The standard errors may be used to calculate confidence intervals around each estimate and to compare two or more estimates to determine if they are statistically different from one another.

To calculate at the 95 percent confidence interval, the standard error is multiplied by 1.96 and the product is added to and subtracted from the estimate to produce a range. In repeated sampling, 95 out of 100 intervals constructed in this way would cover the true population value.

Comparisons noted in this report are significant at the .05 level as determined by a pairwise t-test for independent samples. The standard error of the difference between two estimates was calculated as

$$SE_d = \sqrt{se_1^2 + se_2^2}.$$

When multiple comparisons were made, the acceptable minimum significance level was decreased by means of the Bonferroni adjustment. This adjustment takes into account the increased likelihood, when making multiple comparisons, of finding significant pairwise differences simply by chance. With this adjustment, the significance level being used for each comparison (.05) is divided by the total number of comparisons being made. For example, for comparisons among public four-year, private four-year, and public two-year schools, there are three pairs of comparisons. Thus, the appropriate significance level is .05/3 = .0167, rather than .05.

Appendix B: Standard Error Tables

Table B.2.1--Number and distribution of higher education instructional faculty, by faculty type and type and control of institution: Fall 1987

Type and control of institution	Total number of respondents (unweighted)	Total faculty		Regular				Temporary 1/			
				Full-time		Part-time		Full-time		Part-time	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All institutions 2/	424	824,686	100	490,999	59.54	180,299	21.86	22,664	2.75	130,724	15.85
Standard error		39,274		24,951	1.23	11,862	1.08	3,155	0.39	12,036	1.24
Four-year public	143	319,363	100	230,858	72.29	45,859	14.36	13,752	4.31	28,894	9.05
Standard error		14,094		10,919	1.22	4,088	1.14	2,078	0.64	2,979	0.90
Four-year private	104	217,867	100	126,435	58.03	45,410	20.84	5,583	2.56	40,438	18.56
Standard error		20,503		11,623	2.38	7,915	2.91	1,368	0.66	6,091	2.29
Two-year public 3/	93	217,625	100	89,814	41.27	75,090	34.50	2,534	1.16	50,187	23.06
Standard error		12,576		5,168	2.32	8,689	3.27	1,197	0.54	7,557	2.97
Other 4/	84	69,831	100	43,893	62.86	13,939	19.96	795	1.14	11,204	16.04
Standard error		8,904		6,487	3.87	2,431	3.22	266	0.38	2,900	3.96
Four-year, by type											
Research	59	192,707	100	136,729	70.95	26,542	13.77	11,066	5.74	18,370	9.53
Standard error		13,988		8,367	2.67	4,454	2.23	2,173	0.97	5,169	2.42
Doctoral	43	82,308	100	54,080	65.70	12,485	15.17	2,413	2.93	13,330	16.19
Standard error		9,831		5,810	3.92	4,685	5.47	673	0.82	3,487	4.45
Comprehensive and liberal arts	145	262,215	100	166,484	63.49	52,242	19.92	5,857	2.23	37,633	14.35
Standard error		15,805		10,053	1.48	5,247	1.45	1,725	0.67	4,274	1.46

1/ Visiting, acting, or adjunct faculty.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estiamtes.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.2--Percentage of higher education institutions with full-time regular, part-time regular, full-time temporary, and part-time temporary faculty, by type and control of institution: Fall 1987

Type and control of institution	Total number of respondents (unweighted)	Regular		Temporary 1/	
		Full-time	Part-time	Full-time	Part-time
		Percent	Percent	Percent	Percent
All institutions 2/	424	98.61	69.88	34.23	55.58
Standard error		1.01	2.78	2.72	3.09
Four-year public	143	100.00	73.63	73.87	68.80
Standard error		0.00	4.13	4.53	3.12
Four-year private	104	100.00	72.64	41.54	64.61
Standard error		0.00	5.90	6.00	6.30
Two-year public 3/	93	98.22	79.09	15.80	37.04
Standard error		1.77	3.62	3.04	4.26
Other 4/	84	96.71	53.41	24.89	60.29
Standard error		2.21	7.78	6.91	7.49
Four-year, by type					
Research	59	100.00	90.88	98.34	92.23
Standard error		0.00	4.05	1.78	3.67
Doctoral	43	100.00	56.91	77.35	83.82
Standard error		0.00	7.03	7.95	6.12
Comprehensive and liberal arts	145	100.00	72.90	46.56	62.07
Standard error		0.00	4.46	4.84	5.26

1/ Visiting, acting, or adjunct faculty.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.3--Mean number of faculty per higher education institution, by faculty type and type and control of institution: Fall 1987

Type and control of institution	Total number of respondents (unweighted)	Total faculty	Regular		Temporary 1/	
			Full-time	Part-time	Full-time	Part-time
All institutions 2/	424	261.06	155.43	57.07	7.17	41.38
Standard error		7.22	4.58	3.61	1.06	3.53
Four-year public	143	661.28	478.02	94.96	28.48	59.83
Standard error		28.39	21.82	8.17	4.60	6.84
Four-year private	104	245.61	142.53	51.19	6.29	45.59
Standard error		14.32	6.66	8.89	1.59	6.11
Two-year public 3/	93	221.84	91.55	76.54	2.58	51.16
Standard error		11.47	5.00	9.36	1.23	7.27
Other 4/	84	86.42	54.32	17.25	0.98	13.87
Standard error		9.86	7.21	3.25	0.39	4.16
Four-year, by type						
Research	59	1,852.95	1,314.70	255.22	106.40	176.63
Standard error		76.87	47.66	43.35	20.58	47.75
Doctoral	43	755.12	496.15	114.55	22.14	122.29
Standard error		53.34	35.40	45.02	6.32	33.06
Comprehensive and liberal arts	145	226.63	143.89	45.15	5.06	32.53
Standard error		6.30	3.78	4.07	1.54	3.39

1/ Visiting, acting, or adjunct faculty.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty, Institutional Respondent Survey."

Table B.2.4--Percentage distribution of full-time regular faculty in higher education institutions, by academic rank and type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty (unweighted)	Full-time regular faculty		Professors			Instructors	Other ranks 1/
		Number	Percent	Full	Associate	Assistant		
				Percent	Percent	Percent	Percent	Percent
All institutions 2/	420	490,999	100	30.36	23.77	23.59	11.29	10.99
Standard error		24,951		0.72	0.38	0.50	1.01	1.14
Four-year public	143	230,858	100	38.39	27.49	24.47	4.96	4.68
Standard error		10,919		0.66	0.46	0.50	0.34	0.71
Four-year private	104	126,435	100	31.39	26.63	28.76	6.86	6.37
Standard error		11,623		1.12	1.07	1.31	0.68	1.84
Two-year public 3/	92	89,814	100	11.68	10.87	10.51	32.93	34.02
Standard error		5,168		2.53	1.66	1.80	5.58	5.52
Other 4/	81	43,893	100	23.42	22.34	30.81	13.11	10.32
Standard error		6,487		1.73	1.29	2.25	1.83	3.25
Four-year, by type								
Research	59	136,729	100	39.99	26.82	23.74	3.99	5.45
Standard error		8,367		1.44	0.94	0.63	0.61	0.78
Doctoral	43	54,080	100	34.04	28.87	24.37	4.98	7.74
Standard error		5,810		1.00	1.31	0.88	0.61	2.41
Comprehensive and liberal arts	145	166,484	100	33.18	26.94	28.36	7.19	4.34
Standard error		10,053		0.73	0.52	0.64	0.55	1.16

1/ Includes lecturers and full-time faculty with no formal rank.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.1--Net percentage change from fall 1986 to fall 1987 in full-time regular faculty and percentage distribution of higher education institutions, by direction of net change and type and control of institution: Fall 1987

Type and control of institution	Full-time regular faculty		Institutions with full-time regular faculty		Direction of net change in full-time regular faculty, 1986-87		
	Number in fall term 1986	Net percentage change, 1986-87	Number of respondents (unweighted)	Percent	Net increase	No change	Net decrease
					Percent	Percent	Percent
All institutions 1/	487,462	0.504	420	100	38.59	22.74	38.66
Standard error	24,567	0.228			3.30	2.70	3.40
Four-year public	228,936	0.663	143	100	52.43	10.15	37.42
Standard error	10,450	0.386			5.08	3.99	5.43
Four-year private	125,334	0.934	104	100	42.87	22.79	34.34
Standard error	11,510	0.367			4.82	6.12	7.15
Two-year public 2/	89,748	0.042	92	100	42.14	22.09	35.77
Standard error	5,295	0.364			5.90	4.17	4.06
Other 3/	43,443	-0.618	81	100	20.81	31.27	47.92
Standard error	6,391	1.199			5.52	8.36	9.89
Four-year, by type							
Research	135,242	0.822	59	100	64.74	0.00	35.26
Standard error	8,101	0.378			6.70	0.00	6.70
Doctoral	53,223	0.835	43	100	59.65	6.47	33.88
Standard error	5,586	0.487			7.97	4.21	9.76
Comprehensive and liberal arts	165,806	0.683	145	100	43.32	21.10	35.58
Standard error	9,965	0.424			4.28	4.46	5.25

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.2--Net percentage change in tenured faculty and percentage distribution of higher education institutions, by direction of net change and type and control of institution: Fall 1987

Type and control of institution	Tenured faculty		Institutions with tenured faculty		Direction of net change in tenured faculty, 1986-87		
	Number in fall term 1986	Net percentage change, 1986-87	Number of respondents (unweighted)	Percent	Net increase Percent	No change Percent	Net decrease Percent
All institutions 1/	285,359	1.044	347	100	52.90	14.74	32.37
Standard error	14,560	0.495			3.82	3.49	3.60
Four-year public	153,493	0.358	142	100	52.43	2.93	44.64
Standard error	7,657	0.718			4.58	1.75	5.07
Four-year private	67,193	1.859	99	100	55.59	19.44	24.97
Standard error	6,208	0.650			7.60	5.40	5.85
Two-year public 2/	49,770	0.909	64	100	54.41	13.12	32.47
Standard error	3,979	0.795			5.79	4.57	5.84
Other 3/	14,902	4.879	42	100	44.08	23.39	32.52
Standard error	2,586	3.366			11.47	15.52	14.30
Four-year, by type							
Research	87,520	0.638	59	100	65.70	3.58	30.71
Standard error	5,826	1.189			7.78	3.80	7.63
Doctoral	32,505	1.070	42	100	55.72	3.92	40.36
Standard error	2,934	0.734			8.17	3.27	8.08
Comprehensive and liberal arts	100,662	0.886	140	100	53.21	15.16	31.64
Standard error	6,140	0.347			5.46	4.52	4.51

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.3--Arrival and departure of higher education institutions' full-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty in 1986 (unweighted)	1986 full-time regular faculty	New hires	Departures
		Number	Percent	Percent
All institutions 1/	420	487,462	7.511	7.007
Standard error		24,567	0.226	0.236
Four-year public	143	228,936	7.608	6.945
Standard error		10,450	0.458	0.376
Four-year private	104	125,334	8.081	7.147
Standard error		11,510	0.486	0.444
Two-year public 2/	92	89,748	5.516	5.474
Standard error		5,295	0.490	0.268
Other 3/	81	43,443	9.482	10.100
Standard error		6,391	1.157	0.715
Four-year, by type				
Research	59	135,242	7.705	6.883
Standard error		8,101	0.427	0.564
Doctoral	43	53,223	7.941	7.106
Standard error		5,586	0.640	0.507
Comprehensive and liberal arts	145	165,806	7.779	7.096
Standard error		9,965	0.432	0.321

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.4--Retirement of higher education institutions' full-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty in 1986 (unweighted)	Total 1986 full-time regular faculty	Departing 1986 full-time regular faculty	Retiring faculty as a percentage of:	
		Number	Number	Full-time regular	All departures
All institutions 1/	420	487,462	34,157	1.814	25.89
Standard error		24,567	1,993	0.092	1.40
Four-year public	143	228,936	15,899	1.867	26.88
Standard error		10,450	1,018	0.097	1.42
Four-year private	104	125,334	8,957	1.429	20.00
Standard error		11,510	910	0.134	2.23
Two-year public 2/	92	89,748	4,913	2.453	44.81
Standard error		5,295	401	0.218	4.79
Other 3/	81	43,443	4,388	1.329	13.16
Standard error		6,391	726	0.317	3.53
Four-year, by type					
Research	59	135,242	9,309	1.528	22.20
Standard error		8,101	742	0.134	2.56
Doctoral	43	53,223	3,782	1.720	24.21
Standard error		5,586	459	0.164	2.61
Comprehensive and liberal arts	145	165,806	11,766	1.860	26.21
Standard error		9,965	840	0.120	1.71

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.5--Percentage distribution of higher education institutions' departing tenured faculty, by reason for departure and type and control of institution: Fall 1987

Type and control of institution	Number of respondents with tenured faculty (unweighted)	Departing tenured faculty		Retired	Assumed another position	Removed for cause	Retrenched	Other reasons 1/
		Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	347	13,975	100	54.59	32.98	1.152	0.782	10.50
Standard error		923		2.20	1.90	0.540	0.172	0.57
Four-year public	142	7,166	100	57.31	31.73	0.529	0.000	10.43
Standard error		457		2.20	2.78	0.206	0.000	1.29
Four-year private	99	3,093	100	52.44	35.06	0.569	0.383	11.55
Standard error		381		4.01	4.17	0.413	0.282	1.88
Two-year public 3/	64	2,546	100	57.89	25.43	3.908	3.356	9.41
Standard error		315		6.47	4.46	2.731	1.153	1.39
Other 4/	42	1,170	100	36.39	51.58	0.513	1.026	10.49
Standard error		279		8.73	8.65	0.388	0.916	3.69
Four-year, by type								
Research	59	3,803	100	53.55	34.72	0.046	0.042	11.64
Standard error		341		3.50	4.00	0.051	0.037	1.90
Doctoral	42	1,472	100	59.16	31.87	0.170	0.283	8.51
Standard error		173		4.02	3.98	0.161	0.240	1.53
Comprehensive and liberal arts	140	4,984	100	56.61	31.46	1.028	0.122	10.77
Standard error		396		2.89	2.35	0.402	0.131	1.01

1/ For example, death, disability.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.1--Percentage of higher education institutions with tenure systems for full- and part-time faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty: Number of respondents (unweighted)	Institutions with full-time regular faculty: Percent with tenure systems	Institutions with part-time faculty: Number of respondents (unweighted)	Institutions with part-time faculty: Percent with tenure systems
All institutions 1/	420	70.92	418	6.27
Standard error		3.77		1.22
Four-year public	143	99.44	143	12.37
Standard error		0.59		2.94
Four-year private	104	91.48	103	7.94
Standard error		4.19		3.04
Two-year public 2/	92	61.53	93	5.34
Standard error		5.20		3.07
Other 3/	81	41.54	79	1.54
Standard error		8.98		1.01
Four-year, by type				
Research	59	100.00	58	22.16
Standard error		0.00		4.61
Doctoral	43	97.48	43	16.53
Standard error		2.84		5.20
Comprehensive and liberal arts	145	93.47	145	7.72
Standard error		3.19		2.36

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.2--Tenure system and tenured faculty as percentages of higher education institutions' full-time regular faculty and tenured faculty as a percentage of tenure system faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty (unweighted)	Full-time regular faculty			Number of respondents with tenure system faculty (unweighted)	Tenure system faculty	
		Number	Percent in tenure systems	Percent tenured		Number	Percent tenured
All institutions	420	490,999	81.10	58.72	347	398,221	72.41
Standard error		24,951	1.48	0.99		21,387	0.71
Four-year public	143	230,858	89.57	66.73	142	206,775	74.50
Standard error		10,919	1.23	1.13		10,376	0.78
Four-year private	104	126,435	82.45	54.13	99	104,249	65.65
Standard error		11,623	2.14	1.23		9,655	0.94
Two-year public 2/	92	89,814	66.14	55.92	64	59,404	84.54
Standard error		5,168	4.58	4.16		4,678	1.50
Other 3/	81	43,893	63.32	35.61	42	27,792	56.24
Standard error		6,487	5.76	3.49		5,356	2.88
Four-year, by type							
Research	59	136,729	87.57	64.42	59	119,730	73.56
Standard error		8,367	1.96	1.56		8,036	0.97
Doctoral	43	54,080	84.39	60.75	42	45,637	71.9º
Standard error		5,810	3.11	2.67		4,379	1.02
Comprehensive and liberal arts	145	166,484	87.49	61.00	140	145,657	69.72
Standard error		10,053	1.70	1.41		8,913	1.22

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.3--Percentage of higher education institutions' tenure-track faculty 1/ considered for tenure in the 1986-87 academic year and percentage considered who were granted tenure, by type and control of institution: Fall 1987

Type and control of institution	Number of respondents with tenure track faculty (unweighted)	1986 tenure track faculty		1986 tenure track faculty considered for tenure	
		Number	Percent considered for tenure in 1986-87	Number	Percent granted tenure
All institutions 2/	347	109,954	15.82	17,396	78.68
Standard error		7,216	0.76	978	2.07
Four-year public	142	51,704	17.22	8,901	76.25
Standard error		2,938	0.86	539	2.60
Four-year private	99	36,240	12.60	4,568	79.56
Standard error		3,621	1.02	439	2.18
Two-year public 3/	64	9,615	26.78	2,574	87.34
Standard error		1,363	3.46	185	6.09
Other 4/	42	12,395	10.91	1,352	75.25
Standard error		2,643	1.62	212	10.31
Four-year, by type					
Research	59	31,530	14.84	4,680	75.90
Standard error		2,564	0.91	379	2.38
Doctoral	42	12,677	17.56	2,225	77.98
Standard error		1,487	1.73	252	4.24
Comprehensive and liberal arts	140	43,738	15.01	6,564	78.22
Standard error		3,060	1.14	517	3.72

1/ Tenure track faculty are those who do not yet have tenure but who will be considered for tenure within some (usually specified) period of time following their hire.

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.4--Percentage of higher education institutions that limit time on tenure track without tenure, by type and control of institution: Fall 1987

Type and control of institution	Institutions with tenure systems	
	Number of respondents (unweighted)	Percent that limit time on tenure track
All institutions 1/	347	82.63
Standard error		2.83
Four-year public	142	97.26
Standard error		1.36
Four-year private	99	80.18
Standard error		5.37
Two-year public 2/	64	82.83
Standard error		5.27
Other 3/	42	66.72
Standard error		9.65
Four-year, by type		
Research	59	93.55
Standard error		3.10
Doctoral	42	93.73
Standard error		4.08
Comprehensive and liberal arts	140	85.14
Standard error		3.77

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.5--Percentage distribution of higher education institutions that limit time on tenure track, by maximum number of years on tenure track without tenure and type and control of institution: Fall 1987

Type and control of institution	Institutions that limit time on tenure track		Institutions with time limits of:				
			Less than 5 years	5 years	6 years	7 years	More than 7 years
	Number of respondents (unweighted)	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	298	100	16.57	10.37	25.78	37.41	9.86
Standard error			2.36	2.12	2.75	3.29	3.03
Four-year public	137	100	2.47	13.89	38.31	42.01	3.32
Standard error			2.01	3.36	4.62	5.61	1.10
Four-year private	81	100	0.00	3.92	31.85	46.32	17.91
Standard error			0.00	3.26	7.16	5.55	6.00
Two-year public 2/	51	100	53.25	16.70	12.39	17.66	0.00
Standard error			8.04	4.98	6.51	7.36	0.00
Other 3/	29	100	13.60	7.85	10.90	45.49	22.16
Standard error			12.15	7.07	5.60	20.24	20.07
Four-year, by type							
Research	55	100	0.00	0.00	14.84	66.75	18.41
Standard error			0.00	0.00	5.13	5.46	4.04
Doctoral	40	100	0.00	15.05	24.80	49.02	11.13
Standard error			0.00	4.96	6.87	8.64	5.69
Comprehensive and liberal arts	123	100	1.25	8.18	37.69	41.68	11.19
Standard error			1.04	2.72	5.10	5.23	3.95

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Percentages may not add to 100 because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.6--Percentage of higher education institutions that have an upper limit on the percentage of tenured faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with tenure systems	
	Number of respondents (unweighted)	Percent that limit percentage of tenured faculty
All institutions 1/	347	12.58
Standard error		2.66
Four-year public	142	10.03
Standard error		3.11
Four-year private	99	22.40
Standard error		5.74
Two-year public 2/	64	3.50
Standard error		2.28
Other 3/	42	8.35
Standard error		4.23
Four-year, by type		
Research	59	1.63
Standard error		1.72
Doctoral	42	3.97
Standard error		2.65
Comprehensive and liberal arts	140	20.72
Standard error		4.51

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.7--Percentage of higher education institutions taking specified actions during the past three years that may lead to reductions in tenured faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of respondents with tenure systems (unweighted)	Institutions that have: Offered early/phased retirement	Raised tenure standards	Replaced tenured with fixed-term positions
		Percent	Percent	Percent
All institutions 1/	347	28.28	20.74	13.77
Standard error		3.24	3.32	2.49
Four-year public	142	41.04	21.60	16.59
Standard error		4.66	3.74	3.89
Four-year private	99	27.96	25.64	18.47
Standard error		4.86	6.58	4.62
Two-year public 2/	64	30.73	14.21	7.76
Standard error		5.69	5.01	3.82
Other 3/	42	5.74	19.17	8.78
Standard error		3.65	6.84	5.22
Four-year, by type				
Research	59	63.97	21.67	15.27
Standard error		7.45	5.51	5.22
Doctoral	42	48.58	31.80	13.63
Standard error		7.35	8.38	4.80
Comprehensive and liberal arts	140	28.28	23.62	18.42
Standard error		4.38	4.68	3.89

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.8--Percentage of higher education institutions taking any action during the past three years that may have the effect of reducing tenured faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with tenure systems	
	Number of respondents (unweighted)	Percent that have taken any action
All institutions 1/	347	92.80
Standard error		2.67
Four-year public	142	95.59
Standard error		1.73
Four-year private	99	92.83
Standard error		3.36
Two-year public 2/	64	94.65
Standard error		3.36
Other 3/	42	85.21
Standard error		13.75
Four-year, by type		
Research	59	94.78
Standard error		3.24
Doctoral	42	97.18
Standard error		2.27
Comprehensive and liberal arts	140	93.44
Standard error		2.20

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of higher education institutions with collective bargaining for full-time regular faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty		Bargaining unit includes:	
	Number of respondents (unweighted)	Percent with bargaining units	All full-time regular faculty	Some full-time regular faculty
			Percent	Percent
All institutions 1/	420	31.25	24.09	7.16
Standard error		2.09	2.20	1.54
Four-year public	143	40.14	28.63	11.50
Standard error		3.78	5.31	3.71
Four-year private	104	14.23	11.68	2.55
Standard error		3.83	4.49	1.35
Two-year public 2/	92	58.02	44.19	13.84
Standard error		3.60	4.32	3.85
Other 3/	81	12.09	10.60	1.49
Standard error		3.62	3.76	0.90
Four-year, by type				
Research	59	23.70	5.44	18.27
Standard error		4.38	1.87	4.68
Doctoral	43	16.67	8.77	7.89
Standard error		5.72	4.43	3.73
Comprehensive and liberal arts	145	23.96	19.59	4.37
Standard error		2.77	3.19	1.39

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of full-time regular faculty at higher education institutions with collective bargaining for full-time regular faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty (unweighted)	Full-time regular faculty		Bargaining unit includes:	
		Number	Percent at institutions with bargaining units	All full-time regular faculty	Some full-time regular faculty
				Percent	Percent
All institutions 1/	420	490,999	33.61	22.00	11.61
Standard error		24,951	1.78	1.35	2.00
Four-year public	143	230,858	38.07	20.57	17.51
Standard error		10,919	3.96	3.02	4.11
Four-year private	104	126,435	9.25	5.55	3.70
Standard error		11,623	2.30	1.92	2.33
Two-year public 2/	92	89,814	63.28	53.29	9.98
Standard error		5,168	4.03	4.94	3.18
Other 3/	81	43,893	19.60	12.92	6.68
Standard error		6,487	6.79	6.21	4.14
Four-year, by type					
Research	59	136,729	23.70	4.41	19.29
Standard error		8,367	4.82	1.90	5.18
Doctoral	43	54,080	15.59	6.62	8.97
Standard error		5,810	5.72	4.27	3.98
Comprehensive and liberal arts	145	166,484	35.30	26.97	8.33
Standard error		10,053	2.31	2.96	2.86

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of higher education institutions with collective bargaining for part-time faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Institutions with part-time faculty		Bargaining unit includes:	
	Number of respondents (unweighted)	Percent with bargaining units	All part-time faculty	Some part-time faculty
			Percent	Percent
All institutions 1/	418	13.87	8.79	5.07
Standard error		1.21	1.39	1.23
Four-year public	143	26.04	16.60	9.44
Standard error		4.28	3.69	2.29
Four-year private	103	4.57	1.71	2.86
Standard error		1.94	1.51	1.25
Two-year public 2/	93	20.46	12.04	8.41
Standard error		2.65	3.55	2.98
Other 3/	79	8.34	7.88	0.46
Standard error		3.17	3.10	0.57
Four-year, by type				
Research	58	20.28	1.71	18.57
Standard error		5.26	1.83	4.89
Doctoral	43	12.44	10.15	2.29
Standard error		4.43	4.71	2.23
Comprehensive and liberal arts	145	11.40	7.13	4.27
Standard error		2.43	1.95	1.18

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.4--Percentage of part-time faculty at higher education institutions with collective bargaining for part-time faculty, by level of representation and type and control of institution: Fall 1987

Type and control of institution	Number of respondents with part-time faculty (unweighted)	Part-time faculty		Bargaining unit includes:	
		Number	Percent at institutions with bargaining units	All part-time faculty	Some part-time faculty
				Percent	Percent
All institutions 1/	418	311,022	25.77	14.40	11.37
Standard error		18,596	2.74	2.09	2.42
Four-year public	143	74,753	41.60	23.96	17.64
Standard error		4,951	5.89	4.17	3.93
Four-year private	103	85,849	9.57	0.76	8.82
Standard error		10,323	4.54	0.73	4.48
Two-year public 2/	93	125,277	30.40	18.81	11.60
Standard error		10,362	5.89	5.38	4.08
Other 3/	79	25,143	10.94	10.60	0.34
Standard error		3,700	4.88	4.92	0.40
Four-year, by type					
Research	58	44,912	14.68	2.40	12.28
Standard error		6,992	6.02	2.95	4.46
Doctoral	43	25,815	10.04	5.68	4.36
Standard error		5,069	3.78	4.32	4.35
Comprehensive and liberal arts	145	89,875	33.53	17.82	15.71
Standard error		7,108	5.34	2.52	4.65

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

NOTE: Because of rounding, the percentage of institutions with all or some faculty represented may not add up to the percentage of institutions with bargaining units.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.1--Percentage of higher education institutions at which retirement plans for full-time regular faculty were available and subsidized, by type of plan and type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty (unweighted)	Any retirement plan		TIAA/CREF 1/		State plan	
		Available	Subsidized	Available	Subsidized	Available	Subsidized
		Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	420	97.95	87.21	60.21	47.25	46.15	35.99
Standard error		1.31	1.84	2.82	3.43	2.43	2.22
Four-year public	143	100.00	92.22	76.74	53.53	88.95	78.26
Standard error		0.00	1.91	3.59	6.73	2.74	3.18
Four-year private	104	100.00	97.10	83.96	77.45	3.65	0.23
Standard error		0.00	1.82	4.67	5.61	3.55	0.24
Two-year public 3/	92	100.00	77.74	38.80	22.58	94.51	72.25
Standard error		0.00	4.72	4.46	5.38	2.94	5.00
Other 4/	81	91.84	84.56	49.42	39.51	8.31	5.74
Standard error		5.33	5.24	6.13	5.29	2.88	2.37
Four-year, by type							
Research	59	100.00	96.29	84.39	70.36	49.14	42.93
Standard error		0.00	2.44	3.52	5.44	5.41	4.91
Doctoral	43	100.00	97.90	91.75	75.86	54.33	52.23
Standard error		0.00	2.42	4.49	4.60	5.29	5.60
Comprehensive and liberal arts	145	100.00	95.06	80.18	68.25	30.39	24.06
Standard error		0.00	1.76	3.79	4.84	3.27	1.96

1/ Teachers Insurance and Annuity Association/College Retirement Equities Fund

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.1--Percentage of higher education institutions at which retirement plans for full-time regular faculty were available and subsidized, by type of plan and type and control of institution: Fall 1987--continued

Type and control of institution	401(k)/403(b)		Any other plan	
	Available	Subsidized	Available	Subsidized
	Percent	Percent	Percent	Percent
All institutions 2/	40.74	10.35	31.92	21.03
Standard error	3.41	2.17	2.79	2.83
Four-year public	63.33	10.69	25.39	13.87
Standard error	5.09	3.06	4.81	3.84
Four-year private	40.62	14.39	36.76	26.45
Standard error	6.66	4.66	5.72	4.29
Two-year public 3/	40.67	5.17	22.10	6.76
Standard error	6.89	2.37	3.85	3.22
Other 4/	27.01	11.94	42.57	36.90
Standard error	6.11	4.86	7.02	6.55
Four-year, by type				
Research	71.28	21.95	43.20	26.31
Standard error	6.51	4.01	5.69	5.61
Doctoral	64.27	14.33	21.08	10.42
Standard error	6.39	4.21	6.93	6.04
Comprehensive and liberal arts	45.12	12.17	32.91	22.72
Standard error	5.86	3.83	3.96	3.71

1/ Teachers Insurance and Annuity Association/College Retirement Equities Fund

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.2--Percentage of higher education institutions at which retirement plans for part-time faculty were available and subsidized, by type of plan and type and control of institution: Fall 1987

Type and control of institution	Number of respondents with part-time faculty (unweighted)	Any retirement plan		TIAA/CREF 1/		State plan	
		Available	Subsidized	Available	Subsidized	Available	Subsidized
		Percent	Percent	Percent	Percent	Percent	Percent
All institutions 2/	418	42.85	30.71	19.85	10.79	25.26	20.18
Standard error		3.69	3.73	1.67	1.55	2.96	2.78
Four-year public	143	62.41	52.61	35.75	16.05	52.94	46.48
Standard error		5.40	5.14	3.90	2.74	4.77	4.34
Four-year private	103	25.41	17.69	19.37	14.89	0.23	0.23
Standard error		4.14	4.31	3.75	3.76	0.24	0.24
Two-year public 3/	93	55.97	42.91	11.13	6.85	49.99	38.97
Standard error		6.25	6.94	2.62	1.36	7.34	7.60
Other 4/	79	33.60	15.89	21.60	7.70	4.46	2.08
Standard error		8.05	6.69	3.32	2.82	1.84	0.95
Four-year, by type							
Research	58	79.45	69.79	59.24	47.09	38.14	36.03
Standard error		4.99	6.51	5.88	6.63	5.56	5.45
Doctoral	43	71.41	58.64	47.86	24.05	43.26	40.61
Standard error		5.08	6.26	6.65	5.69	6.55	5.92
Comprehensive and liberal arts	145	31.75	23.80	19.99	11.67	14.82	12.56
Standard error		3.41	3.49	3.32	3.39	1.66	1.34

1/ Teachers Insurance and Annuity Association/College Retirement Equities Fund

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.2--Percentage of higher education institutions at which retirement plans for part-time faculty were available and subsidized, by type of plan and type and control of institution: Fall 1987--continued

Type and control of institution	401(k)/403(b)		Any other plan	
	Available	Subsidized	Available	Subsidized
	Percent	Percent	Percent	Percent
All institutions 2/	20.07	4.51	8.79	3.16
Standard error	1.78	1.50	1.70	1.04
Four-year public	40.97	4.87	16.15	6.00
Standard error	4.46	1.85	3.87	2.07
Four-year private	12.03	0.94	6.49	3.80
Standard error	2.12	0.40	3.55	2.83
Two-year public 3/	19.27	7.07	5.35	0.38
Standard error	4.14	3.34	2.70	0.39
Other 4/	17.14	5.17	11.28	4.23
Standard error	6.25	4.77	3.54	2.39
Four-year, by type				
Research	53.90	17.28	26.24	12.45
Standard error	7.70	3.46	6.13	3.91
Doctoral	39.04	4.19	14.89	1.38
Standard error	7.15	3.21	5.72	1.50
Comprehensive and liberal arts	17.86	0.83	7.99	4.19
Standard error	2.30	0.51	3.07	2.28

1/ Teachers Insurance and Annuity Association/College Retirement Equities Fund

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

4/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.3--Percentage of higher education institutions providing specified benefits to at least some full-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty (unweighted)	Medical insurance or care	Life insurance	Disability insurance	Tuition benefits for children	Tuition benefits for spouse	Dental insurance or care
		Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	420	98.59	87.72	79.21	65.42	63.24	58.50
Standard error		0.73	2.10	2.67	1.79	1.84	3.45
Four-year public	143	98.26	90.24	76.12	47.30	53.23	61.73
Standard error		1.56	2.01	4.81	3.62	4.11	4.25
Four-year private	104	99.31	88.10	94.18	98.81	94.24	44.25
Standard error		0.74	4.17	3.61	0.34	3.84	5.24
Two-year public 2/	92	97.31	85.45	70.10	40.74	46.13	73.09
Standard error		2.02	3.84	5.36	5.03	5.75	4.71
Other 3/	81	99.56	88.54	75.35	69.16	55.33	54.69
Standard error		0.54	3.36	8.78	8.03	6.25	9.59
Four-year, by type							
Research	59	100.00	93.79	85.99	58.18	49.02	81.10
Standard error		0.00	3.24	5.35	5.44	6.77	5.19
Doctoral	43	98.62	95.67	90.67	76.04	78.61	56.96
Standard error		1.55	2.89	3.06	7.01	7.40	7.93
Comprehensive and liberal arts	145	98.88	87.77	87.70	83.10	82.66	47.04
Standard error		0.84	3.36	3.49	1.82	3.28	4.42

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.3--Percentage of higher education institutions providing specified benefits to at least some full-time regular faculty, by type and control of institution: Fall 1987--continued

Type and control of institution	Paid maternity leave	Wellness program	Housing assistance	Meals	Paid paternity leave	Child care
	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	48.96	30.81	10.97	10.60	9.57	4.48
Standard error	3.35	3.34	1.83	2.11	1.90	1.04
Four-year public	53.80	39.64	5.36	1.43	13.98	7.45
Standard error	5.22	4.96	1.91	1.44	3.86	1.99
Four-year private	59.61	39.19	14.79	16.10	4.56	1.67
Standard error	4.68	8.27	4.95	3.74	2.39	1.10
Two-year public 2/	44.23	31.37	0.00	0.00	16.74	3.79
Standard error	4.36	5.47	0.00	0.00	4.50	2.08
Other 3/	39.71	15.16	23.63	23.11	3.67	6.67
Standard error	11.19	3.84	4.33	9.36	1.39	2.75
Four-year, by type						
Research	65.58	51.00	21.10	3.08	7.86	8.13
Standard error	6.69	7.21	5.98	1.89	3.71	3.75
Doctoral	64.14	44.80	9.00	0.00	21.44	9.95
Standard error	7.32	7.09	4.94	0.00	6.23	5.10
Comprehensive and liberal arts	56.23	37.79	10.83	12.66	6.60	2.73
Standard error	4.16	6.74	3.61	2.81	2.95	1.05

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.4--Percentage of higher education institutions with flexible benefits plans for full- and part-time regular faculty, by type and control of institution: Fall 1987

Type and control of institution	Institutions with full-time regular faculty: Number of respondents (unweighted)	Institutions with full-time regular faculty: Percent with flexible benefits plans for full-time regular faculty	Institutions with part-time faculty: Number of respondents (unweighted)	Institutions with part-time faculty: Percent with flexible benefits plans for part-time faculty
All institutions 1/	420	16.38	418	6.37
Standard error		3.21		1.65
Four-year public	143	11.98	143	4.13
Standard error		2.95		1.07
Four-year private	104	18.16	103	6.07
Standard error		4.60		3.13
Two-year public 2/	92	21.20	93	6.21
Standard error		6.52		3.25
Other 3/	81	11.11	79	8.41
Standard error		4.85		4.74
Four-year, by type				
Research	58	14.17	58	7.00
Standard error		5.06		3.52
Doctoral	43	19.69	43	11.65
Standard error		5.90		5.37
Comprehensive and liberal arts	145	15.79	145	4.66
Standard error		3.85		2.40

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.5--Average percentage of salary contributed to total benefits packages of higher education faculty, by type and control of institution: Fall 1987

Type and control of institution	Number of respondents with full-time regular faculty (unweighted)	Percentage of salary contributed to benefits package for full-time regular faculty	Institutions with part-time faculty		Percentage of salary contributed to benefits package for part-time faculty
			Number of respondents (unweighted)	Percent offering any benefits to part-time faculty	
All institutions 1/	420	20.59	418	54.99	13.70
Standard error		0.36		3.75	0.57
Four-year public	143	24.40	143	76.14	17.69
Standard error		0.71		3.25	1.16
Four-year private	104	20.14	103	46.92	12.16
Standard error		0.69		5.38	1.04
Two-year public 2/	92	22.02	93	57.49	13.68
Standard error		0.60		5.90	1.36
Other 3/	81	16.97	79	47.57	11.47
Standard error		1.13		8.66	0.98
Four-year, by type					
Research	59	24.37	58	90.86	19.18
Standard error		0.55		4.03	1.20
Doctoral	43	22.05	43	79.50	15.72
Standard error		1.05		7.02	1.14
Comprehensive and liberal arts	145	21.36	145	52.16	13.85
Standard error		0.63		4.52	0.96

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Private two-year colleges not listed separately because of too few cases for reliable estimates.

3/ Includes private two-year, religious, medical, and other specialized institutions that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Appendix C: The Survey Questionnaire

NATIONAL SURVEY OF POSTSECONDARY FACULTY

Institutional Questionnaire

PLEASE READ THESE INSTRUCTIONS

This questionnaire was designed to be completed by spokespersons in 2- and 4-year postsecondary institutions of all sizes. Because there is such a wide variety of these institutions, some of the questions may not be worded quite appropriately for your institution. We would appreciate your tolerance of these difficulties.

If your institution has multiple campuses, please answer only for the campus to which the questionnaire was addressed.

If your institution has BOTH lay faculty and those assigned by a religious order, a few questions may require different answers for the two groups. If this occurs, please call Dr. Susan Russell (collect) at 415-859-4164 for instructions on how to proceed. We apologize for any inconvenience this may cause you.

Obtaining counts of different kinds of faculty is an important part of this study. If you cannot provide "hard" data for some of the "numbers" questions, please provide your best estimates.

1. On what type of academic calendar does your institution operate?
(PLEASE CIRCLE ONE NUMBER)

Semester	1
Trimester	2
Quarter	3
4 - 1 - 4 calendar	4
Other (PLEASE SPECIFY BELOW)	5

_____

PLEASE NOTE: *Many of our questions ask about the status of your institution during the 1987 Fall Term. By this, we mean whatever academic term was in progress on October 15, 1987.*

FULL-TIME INSTRUCTIONAL FACULTY

PLEASE READ:

By full-time instructional faculty, we mean those members of your institution's instruction/research staff who are employed full-time (as defined by the institution) and whose regular assignment includes instruction.

Include:

- *Regular full-time instructional faculty.*
- *Those who contribute their services, such as members of religious orders.*
- *Those on sabbatical leave.*
- *Administrators such as department chairs or deans who hold full-time faculty rank and whose regular assignment includes instruction.*

Do not include:

- *Replacements for faculty on sabbatical leave.*
- *Others with adjunct, acting, or visiting appointments.*
- *Faculty on leave without pay.*
- *Teaching assistants.*

2. During the 1987 Fall Term, did your institution have any full-time instructional faculty, as defined above?
   (PLEASE CIRCLE ONE NUMBER)

   Yes 1

   No . . . . . 2 --> SKIP TO PAGE 8

   Note: Questions about your full-time instructional faculty are on pages 2 - 7.
   Questions about your part-time instructional faculty are on pages 8 - 9.

3. Does your institution have a tenure system for any of your full-time instructional faculty?
   (PLEASE CIRCLE ONE NUMBER)

   Yes 1

   No 2

FULL-TIME INSTRUCTIONAL FACULTY (continued)

4. During the 1987 Fall Term, how many full-time instructional faculty members did your institution have in each of the categories below?

   If there are no academic ranks at your institution, please complete only the line for "other full-time instructional faculty."

   (PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

Professor:	_____
Associate Professor:	_____
Assistant Professor:	_____
Instructor:	_____
Lecturer:	_____
Other full-time instructional faculty, including those with no academic ranks:	_____
TOTAL FULL-TIME INSTRUCTIONAL FACULTY DURING 1987 FALL TERM:	_____

5. During the 1987 Fall Term, how many full-time instructional faculty with visiting, acting, or adjunct appointments did your institution have?
   Note: These individuals should not appear in your other counts of full-time instructional faculty provided in this questionnaire.
   (PLEASE GIVE YOUR BEST ESTIMATE IF "HARD" DATA ARE NOT AVAILABLE)

   _____

6. How many full-time instructional faculty did your institution have in each of the following categories?

   (PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

Number on the staff during the 1986 Fall Term: *(NOTE: Nineteen eighty-six)*	_____
Number who retired between the beginning of the 1986 Fall Term and the beginning of the 1987 Fall Term:	_____
Number who left the institution between the beginning of the 1986 Fall Term and the beginning of the 1987 Fall Term, for reasons other than retirement:	_____
Number on the staff at the beginning of the 1987 Fall Term who were hired since the beginning of the 1986 Fall Term:	_____

FULL-TIME INSTRUCTIONAL FACULTY (continued)

IF NO TENURE SYSTEM, PLEASE SKIP TO QUESTION 13, ON PAGE 6.

7. During the 1986-87 academic year (i.e., Fall '86 through Spring '87), how many instructional faculty at your institution were considered for tenure, and how many were granted tenure?
   (PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

   Number considered for tenure: _____

   Number granted tenure: _____

8. During the 1986 and 1987 Fall Terms, how many tenured and tenure-track instructional faculty did your institution have?
   (PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

	1986 Fall Term	1987 Fall Term
Tenured instructional faculty:	_____	_____
Tenure-track (but not tenured) instructional faculty:	_____	_____

9. How many tenured instructional faculty (if any) left your institution for each of the following reasons between the beginning of the 1986 Fall Term and the beginning of the 1987 Fall Term?
   (PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, PLEASE ENTER "0")

   Through retirement: _____

   To assume another position: _____

   Formally removed for cause (e.g, for neglect of duty, incompetence, moral turpitude, fraud, or insubordination): _____

   Dismissed because of institutional budget pressures or program closures: _____

   For other reasons (e.g., death, disability): _____

FULL-TIME INSTRUCTIONAL FACULTY (continued)

10. Is there a maximum number of years an instructional faculty member can be on a tenure track and not receive tenure at your institution?
(PLEASE CIRCLE ONE NUMBER AND SPECIFY THE MAXIMUM, IF APPLICABLE)

Yes 1
MAXIMUM: _____

No 2

11. Does your institution currently have an upper limit (either formal or informal) on the percentage of full-time instructional faculty who are tenured?
(PLEASE CIRCLE ONE NUMBER AND SPECIFY PERCENTAGE, IF APPLICABLE)

Yes 1
UPPER LIMIT: _____%

No 2

12. During the past three years, has your institution done any of the following?
(PLEASE CIRCLE ALL THAT APPLY AND SPECIFY NUMBERS, IF APPLICABLE)

Offered optional early or phased retirement . . . 1
NUMBER WHO EXERCISED THIS OPTION
IN THE 1986-87 ACADEMIC YEAR: _____

Changed the upper limit on the percentage of full-time faculty who may be tenured 2
PREVIOUS PERCENTAGE: _____

Changed the maximum number of years a person can be on tenure track and not receive tenure . . 3
PREVIOUS MAXIMUM NUMBER OF YEARS: _____

Replaced some tenured or tenure-track positions with fixed-term contract positions 4

Raised the standards for granting tenure or tightened the application of the standards . . . 5

Taken other actions designed to lower the percent of tenured faculty, or having that effect (PLEASE SPECIFY TYPE OF ACTIONS BELOW:) 6

_____

None of the above 0

FULL-TIME INSTRUCTIONAL FACULTY (continued)

13. Are any of your full-time instructional faculty legally represented by a union (or other association) for purposes of collective bargaining?
(PLEASE CIRCLE ONE NUMBER AND SPECIFY PERCENT, IF APPLICABLE)

Yes 1
ABOUT WHAT PERCENT? _____%

No 2

14. Which of the following employee benefits are available to <u>any</u> of your full-time instructional faculty?
(PLEASE CIRCLE ALL THAT APPLY)

Free or subsidized wellness program or health promotion program (e.g., fitness program, smoking cessation program) 01

Paid maternity leave 02

Paid paternity leave 03

Subsidized medical insurance or medical care . . . 04

Subsidized dental insurance or dental care 05

Subsidized disability insurance 06

Subsidized life insurance 07

Tuition remission/grants at this or other institutions for spouse 08

Tuition remission/grants at this or other institutions for children 09

Subsidized child care 10

Subsidized housing/mortgages 11

Free or subsidized meals 12

None of the above 00

15. Please indicate whether each of the retirement plans listed below is available to at least some of your full-time instructional faculty. For those that are available, please specify whether they are subsidized by your institution and the approximate number of full-time instructional faculty who participate in each.

(PLEASE CIRCLE ONE NUMBER FOR EACH PLAN AND SPECIFY NUMBERS, AS APPLICABLE)

	AVAILABLE			
	Not available	Subsidized by institution	Not subsidized by institution	Approximate number full-time instructional faculty participants
TIAA/CREF	1	2	3	_____
State plan	1	2	3	_____
401(k) or 403(b) plan	1	2	3	_____
Other retirement plan	1	2	3	_____

16. Does your institution have a "cafeteria-style" benefits plan for your full-time instructional faculty? (A cafeteria-style plan is one under which staff can trade off some benefits for others, following guidelines established by the institution.)

Yes 1

No 2

17. What is the average percentage of salary that is contributed by your institution to a full-time instructional faculty member's total benefits package?

_____%

PART-TIME INSTRUCTIONAL FACULTY

PLEASE READ:

By part-time instructional faculty, we mean those members of your institution's instruction/research staff who are employed part-time (as defined by the institution) and whose regular assignment at your institution includes instruction.

Include:

- *Regular part-time instructional faculty.*
- *Those who contribute their services, such as members of religious orders.*
- *Part-time replacements for faculty on sabbatical leave or leave without pay.*
- *Others with part-time adjunct, acting, or visiting appointments.*

Do not include:

- *Faculty on leave without pay.*
- *Teaching assistants.*

18. During the 1987 Fall Term, did your institution have any part-time instructional faculty, as defined above?

Yes 1

No . . . . . 2 --> SKIP TO END OF PAGE 9

19. During the 1987 Fall Term, how many part-time instructional faculty did your institution have?
(PLEASE GIVE YOUR BEST ESTIMATE IF "HARD" DATA ARE NOT AVAILABLE)

_____

20. How many of these part-timers (as indicated in Question 19) had adjunct, acting, or visiting appointments?
(PLEASE GIVE YOUR BEST ESTIMATE IF "HARD" DATA ARE NOT AVAILABLE)

_____

21. Does your institution have a tenure system for any of your part-time instructional faculty?

Yes 1

No 2

PART-TIME INSTRUCTIONAL FACULTY (continued)

22. Are any of your part-time instructional faculty legally represented by a union (or other association) for purposes of collective bargaining?

(PLEASE CIRCLE ONE NUMBER AND SPECIFY PERCENT, IF APPLICABLE)

Yes 1
WHAT PERCENT? _____%

No 2

23. Please indicate whether each of the retirement plans listed below is available to at least some of your part-time instructional faculty. For those that are available, please specify the approximate number of part-time instructional faculty who participate in each.

(PLEASE CIRCLE ONE NUMBER FOR EACH PLAN AND SPECIFY NUMBERS, AS APPLICABLE)

		AVAILABLE		
	Not available	Subsidized by institution	Not subsidized by institution	Approximate number part-time instructional faculty participants
TIAA/CREF	1	2	3	_____
State plan	1	2	3	_____
401(k) or 403(b) plan	1	2	3	_____
Other retirement plan	1	2	3	_____

24. Does your institution have a "cafeteria-style" benefits plan for your part-time instructional faculty? (A cafeteria-style plan is one under which staff can trade off some benefits for others, following guidelines established by the institution.)

Yes 1

No 2

25. What is the average percentage of salary that is contributed by your institution to part-time instructional faculty members' total benefits package?

_____%

THANK YOU VERY MUCH FOR YOUR PARTICIPATION

Please return this completed questionnaire in the enclosed franked envelope to:

National Survey of Postsecondary Faculty

SRI International, P.O. Box 2124, Menlo Park, CA 94025-2124

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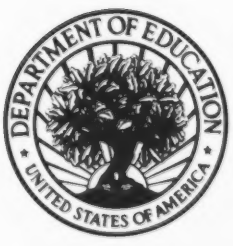
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